



Personnel Committee Meeting Agenda
May 04, 2021
6:30 PM

Chairperson: Kimberly Downey
Committee Member: Mike Caughey
Committee Member: Robert Boese
Meeting Location: Harrisburg Municipal Center @ 354 Smith St.

PUBLIC NOTICES:

1. *This meeting is open to the public and will be tape-recorded.*
2. *Copies of the Staff Reports or other written documents relating to each item on the agenda are on file in the office of the City Recorder and are available for public inspection.*
3. *The City Hall Council Chambers are handicapped accessible. Persons with disabilities wishing accommodations, including assisted listening devices and sign language assistance are requested to contact City Hall at 541-995-6655, at least 48 hours prior to the meeting date. If a meeting is held with less than 48 hours' notice, reasonable effort shall be made to have an interpreter present. The requirement for an interpreter does not apply to an emergency meeting. ORS 192.630(5)*
4. *Persons contacting the City for information requiring accessibility for deaf, hard of hearing, or speech-impaired persons, can use TTY 711; call 1-800-735-1232, or for Spanish voice TTY, call 1-800-735-3896.*
5. *The City of Harrisburg does not discriminate against individuals with disabilities, and is an equal opportunity provider.*
6. *For information regarding items of discussion on this agenda, please contact City Recorder/Assistant City Administrator Michele Eldridge, at 541-995-6655*

CALL TO ORDER AND ROLL CALL

CONCERNED CITIZEN(S) IN THE AUDIENCE. (Please limit presentation to two minutes per issue.)

APPROVAL OF MINUTES

1. MOTION TO APPROVE THE PERSONNEL COMMITTEE MINUTES FOR 02.01.21

2. **THE MATTER OF REVIEWING THE RESULTS OF THE COMPENSATION COMPARISON STUDY**

STAFF REPORT:

Exhibit A: Compensation Comparison Study

Exhibit B: Wage Increase Comparison

Exhibit C: Wage Scale No. 1 – 2% COLI

Exhibit D: Wage Scale No. 2 – PW Wage Analysis

Exhibit E: Wage Scale No. 3 – PW + Finance Officer

ACTION:

Motion to approve the results of the Compensation Wage Analysis and recommend the approval of the wage scale as shown in Exhibit E, subject to the approval of the City Council and Budget Adoption

ADJOURN



Harrisburg Personnel Committee
Minutes Summary for February 01, 2021

Date: February 1, 2021
Time: 7:00 PM
Place: Municipal Center, 354 Smith Street

Committee members present: Kimberly Downey, Rob Boese and Mike Caughey. Also present was City Administrator John Hitt

Called to order by Chairperson Downey at 7:03

Public Input was sought by the Chairwoman, but no members of the public were in attendance

Minutes: The Personnel Committee voted unanimously to approve the Minutes of July 8, 2020.

Chairwoman Downey opened an Executive Session at approximately 7:05 in accordance with ORS 192.660 (1)(2)(a) in order to review the candidates who applied for the position of City Administrator.

ACTION: Chairwoman Downey adjourned the executive session at 8:00pm and reconvened the public session. Mike Caughey moved and Rob Boese seconded to recommend that candidates Eldridge, Greenwood, Rayburn, Brown and Kewley be recommended to the City Council for in-person or Zoom interviews. Staff was directed to contact these individuals and schedule interviews. Motion passed unanimously.

Chairwoman Downey adjourned the Personnel Committee meeting at 8:05 pm.

Agenda Bill

Harrisburg Personnel Committee

Harrisburg, Oregon

THE MATTER OF REVIEWING THE RESULTS OF THE COMPENSATION COMPARISON STUDY

STAFF REPORT:

Exhibit A: Compensation Comparison Study

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Exhibit C: Wage Scale No. 1 – 2% COLI

Exhibit D: Wage Scale No. 2 – PW Wage Analysis

Exhibit E: Wage Scale No. 3 – PW + Finance Officer

ACTION:

Motion to approve the results of the Compensation Wage Analysis and recommend the approval of the wage scale as shown in Exhibit E, subject to the approval of the City Council and Budget Adoption

THIS AGENDA BILL IS DESTINED FOR: Regular Agenda – May 4, 2021

BUDGET IMPACT		
COST	BUDGETED?	SOURCE OF FUNDS
\$21,203 to \$55,765	Yes	General – Street – Library – Water - Sewer

STAFF RECOMMENDATION:

Staff recommend the Personnel Committee approve the results of the Wage Compensation Comparison Study and Recommend the Approval of the Wage Scale as Shown in Exhibit E, subject to the approval of the City Council and as allowed by the Budget Adoption.

BACKGROUND INFORMATION:

The Personnel Committee decided five years ago that the City should hold a formal wage analysis every three to four years. In this manner, we keep the City competitive with surrounding cities, which in turn, helps to slow employee turnover. The last wage analysis was completed in 2016, with implementation in 2017/2018. This wage analysis was scheduled for fall 2020, with the intention of the results applying to FY2021-2022.

For the past several years, the City has maintained a 2% cost-of-living increase (COLI) for all regular (non-contracted) employees, contingent upon budget approval. Maintaining the 2% COLI has been instrumental in our keeping pace with wages in smaller cities in our region. In 2017, 100% of the total compensation and budgetary impact was \$67,523, while this year, the total cost, if approved, is \$55,765.

The wage analysis (**Exhibit A**) considers total compensation, including employer paid health and retirement benefits. Most of the Harrisburg positions were comparable to the same positions in other cities, with the exception of Municipal Court Clerk/Utility Billing Supervisor, and Librarians. Our Librarians only work 18 hours a week, and are not benefited, except for sick pay, and for one of them, PERS is charged when she exceeds 599 hours. After adjusting for full time and benefits, their comparative median rate becomes 24.7% higher than the median. Because of these issues, PSU removed them from the final report. Four administrative positions are higher than the median to comparable jurisdictions, therefore, Staff is recommending that these positions receive only a 2% COLI increase.

There are six positions that are lower than the average median, ranging from 4.2% to 9.4% less than in comparable jurisdictions. All of these are PW positions, except for the Finance Officer/Deputy City Recorder. The Committee will find the wage increase comparison in **Exhibit B**. Those total results are also shown below:

2% COLI Only	\$21,203	Exhibit C
PW Increases (+2% COLI for Administrative Staff)	\$50,205	Exhibit D
PW & Finance Officer/Deputy Recorder (& 2% Admin)	\$55,765	Exhibit E

Staff asked the Finance Officer to configure our preliminary budget at the levels above and is confident that the 2021-2022 budget and individual funds can absorb the budgetary impacts of providing 100% of the total compensation increases, as analyzed in the Compensation Comparison Study. While the percentages like 9.4% seem high, when looking at the whole, after adjustments, it actually results in roughly a 3% increase across the board, (**Exhibit B**) after adjusting for taxes and benefits.

Some of the Council members had expressed concern about providing any kind of a compensation increase for city employees, based on general public comment. To staff's knowledge, that's on a regional/state and/or national basis. In tracking other studies that have been publicized, 10 other cities, including Creswell and Junction City, have shared that they are well funded for the proposed fiscal year budget, and therefore are all recommending 100% adoption of the results of the comparison study, and are leaving it up to their budget committees to approve the final numbers during the budget process. As always, both the Personnel Committee and City Council can ask for any modification of the salary percentages, or specify dollar amounts or limitations if preferred.

A few other notes in relation to the attached exhibits:

- City Hall administrative staff are being re-organized, and the Personnel Committee will find that there is a City Recorder/Municipal Court Clerk/Library Supervisor position, as well as a Utility Billing Supervisor/Deputy Court Clerk position. That person will also be responsible as the Building Permit Specialist and will work on the administrative side of code enforcement. The wage scales have been adjusted somewhat to compensate for the change in job titles and

responsibilities. John had already scheduled the addition of a part-time Building Permit Tech. However, Staff is holding off on hiring for this position until we can see how much extra in building permit traffic will result from the addition of electrical permits, as well as the Accela program, once it is installed.

- During the Budget Process, the Committee will discover that we are adding another staff member to the Public Works Crew. We had also been planning on moving an employee up to the Public Works Utility III position. Both of these changes are due to meeting more regulatory requirements, increased work loads due to street projects, and as required from additional water bond projects being completed. Because Matt Renfro has provided his two-week notice, that position will now be vacant, and therefore, the City will be hiring in two Public Works Employees.

REVIEW AND APPROVAL:

_____ Michele Eldridge City Administrator	_____ Date
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City of Harrisburg Compensation Comparison Study

Submitted by:

Center for Public Service
Mark O. Hatfield School of Government
Portland State University

April 2021

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Acknowledgements

The CPS Team is very grateful to Michelle Eldridge, Assistant City Administrator/ City Recorder of Harrisburg.

The City of Harrisburg and Portland State University's Center for Public Service would like to thank the staff members of participating jurisdictions who provided information and insights to ensure we had accurate information:

Jurisdictions	Main Information Contacts
Aumsville	Joshua Hoyer
Creswell	Michelle Amberg
Junction City	Stephanie Moran
Lafayette	Kevin Perkins
Mt. Angel	Tara Von Flue
Veneta	Stacy Cornelius

The CPS Team included:

- Sara Saltzberg – Project Sponsor, Director, Center for Public Service, PSU
- Eileen Casey White, Ed.D. – Senior Fellow
- Bob Winthrop – Senior Fellow
- Sara Spiers, MPA – Research Assistant
- Jordin Montgomery – Research Assistant

Background

In December 2020, the City of Harrisburg engaged Portland State University's Center for Public Service (CPS) to conduct a comprehensive compensation study for the City of Harrisburg. CPS analyzed 10 job titles in 7 Oregon cities, including Harrisburg, and determined the compensation costs to include:

- Salary at the Minimum, Median, and Maximum levels
- Employer payment for the employee's contribution share of Public Employees Retirement System (PERS)
- Minimum and Maximum Employee Health Insurance contributions
- Paid time off (Vacation, holiday)
- Other non-discretionary compensation

Additional data were collected to ensure comparability among job titles, including:

- Minimum experience required
- Minimum education required
- Major job duties

The jurisdictions included the following:

Table 1: Population and Location				
Jurisdiction	Population*	Miles from Harrisburg**	County	Jobs Matched
Harrisburg	3,695	N/A	Marion	n/a
Aumsville	4,215	51	Marion	7
Creswell	5,585	33	Lane	8
Junction City	6,200	5	Lane	7
Lafayette	4,155	73	Yamhill	6
Mt. Angel	3,520	68	Marion	8
Veneta	4,845	21	Lane	9

*PSU Population Research Center (Certified Estimates 2020)

**Car traveling miles from Harrisburg

Methodology

In order to collect comparable compensation data (e.g., Salary Schedules, Job Descriptions, Collective Bargaining Agreements), the CPS team worked with City of Harrisburg representatives to identify jurisdictions that were comparable in size, geographic location, and/or held a common workforce pool as comparators. We contacted each jurisdiction through email, offering to share the final report to help incentivize participation. All representatives provided an initial response to the request for 11 data points, including:

1. Salary schedules as of July 1, 2020
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience, education, and job duties)
3. Personnel policies that impact employee benefits
4. Collective bargaining agreements related to the positions
5. PERS "pick-up" contribution amount, i.e., does the employer pay the 6% employee contribution amount
6. Any other non-discretionary (i.e., no match required) employer contributions towards retirement or deferred compensation costs
7. Health insurance employee premium contributions (highest and lowest premium contribution per employee group). An employee group includes all employees who receive the same time off, retirement, and health insurance fringe benefits.
8. Paid Time Off (Vacation) accrual amounts at 5, 10, 15, and 20 years
9. Holiday hours per employee group
10. Total number of hours counted in a year for a position. In most cases, that is 2080 (40 hours per week x 52 weeks).
11. Any other premium pay, certification pay, or longevity pay not counted above that is provided to the targeted employee groups. This does not include pay for additional work such as shift differential and overtime.

After summarizing the responses in validation spreadsheets, we sent the data back out to the jurisdiction contacts for verification. Contacts provided additional details to ensure the most accurate data for each job title. In total, the CPS team engaged in 3 to 5 interactions per jurisdiction to gather and validate data. The job matching analysis is in the section below titled "Limited Job Matching Discussion."

The research team compiled the data for analysis. Results of the job matching are listed in Table 2. Following the table are discussion summary results of adjusted compensation, Paid Time Off, health insurance, and PERS.

Table 2: Job Matching							
Standard Job Title	Aumsville	Creswell	Junction City	Lafayette	Mt. Angel	Veneta	Job Titles Matched
Assistant City Administrator/ City Recorder	1	1	1	0	1	1	6
Court Clerk/ Supervisor	0	0	0	1	0	1	2
Financial Officer/ Deputy City Recorder	1	1	1	1	1	1	6
Librarian	0	0	1	0	1	0	2
Public Works Director	1	1	1	1	1	1	6
Public Works Foreman	1	1	0	0	0	1	3
Public Works Utility I	1	1	1	1	1	1	6
Public Works Utility II	1	1	1	1	1	1	6
Public Works Utility III	0	1	0	1	1	1	4
Utility Billing II	0	1	1	0	1	1	5
Job Matched	6	8	7	6	8	9	42

Summary Results: *Adjusted compensation*

Adjusted compensation includes two parts. The first part is base salary. The second part is the addition of the value of Paid Time Off (PTO) and if available, the employer contribution for the employee share of pension, and the subtraction of the value of the employee contribution for health insurance. For this study, the CPS team used the minimum employee contribution value for a family plan.

Within the 11 job titles evaluated, Harrisburg was lower (-9.4% to -4.2%) for six positions, and higher (2.3% to 10.1%) for three positions (Court Clerk/ Supervisor, Utility Billing II, Assistant City Administrator/ City Recorder) for overall adjusted compensation at the Median tenure level.

The CPS team included a discussion of matching factors for all 10 job titles in the section titled *Limited Job Description Discussion*. Table 3 summarizes the job titles listing the difference between the City of Harrisburg Job Title value of the median adjusted compensation and the average of the comparable jurisdictions.

Table 3: Summary Results	
Job Title	% Difference from Average Adjusted Compensation at Median Tenure
Assistant City Administrator/ City Recorder	10.1 %
Court Clerk/ Supervisor	2.3 %
Financial Officer/ Deputy City Recorder	-7.5 %
Librarian*	n/a
Public Works Director	- 4.2 %
Public Works Foreman	- 9.4 %
Public Works Utility I	- 6.4 %
Public Works Utility II	-7.6 %
Public Works Utility III	-5.9 %
Utility Billing II	9 %

*The Librarian position is not a comparable match.

Summary Results: Paid Time Off

With regard to Paid Time Off (PTO), Harrisburg employees receive 80 hours for holidays. Creswell and Junction City are similar to Harrisburg and receive 80 hours for holidays; the remaining jurisdictions receive between 84 and 96 holiday hours.

Vacation hours are increased at the 5, 10, 15, and 20 year marks. Harrisburg employees receive 128 hours for vacation starting at 5 years and 168 hours for vacation at years 10 and 15 years; at 20 years, the employees receive 208 vacation hours. Lafayette is the only jurisdiction where employees receive more vacation at all 5-year increments compared to Harrisburg. More hours are awarded to Harrisburg employees starting at year 5 than in the other six jurisdictions (Aumsville, Creswell, Junction City, Mt. Angel, Veneta). Employees in three jurisdictions (Aumsville, Lafayette, Mt. Angel) receive more vacation hours than those in Harrisburg starting at 20 years, with Lafayette employees receiving the most at 272 hours and employees in the other jurisdictions receiving between 224 (Aumsville) and 220 (Mt. Angel). Employees in four jurisdictions (Creswell, Junction City, Mt. Angel, Veneta) have fewer vacation hours than those in Harrisburg starting at 20 years.

Table 4 on the next page provides detail by jurisdiction.

Table 4: PTO by Jurisdiction						
Jurisdiction	Employee Group	Holiday hours	Vacation: 5 years	Vacation: 10 years	Vacation: 15 years	Vacation: 20 years
Harrisburg	Non-represented	80	128	168	168	208
Aumsville	Non-represented	96	104	136	176	224
Creswell	Non-represented	80	120	128	160	160
Junction City	AFSCME* and Non-represented	80	96	120	160	160
Lafayette	LIUNA* & Non-represented	84	192	232	272	272
Mt. Angel	LIUNA*	96	110	150	180	220
	Non-represented		80	120	160	200
Veneta	Non-Represented	96	96	120	160	196

**American Federation of State, County, and Municipal Employees (AFSME) and Laborers' International Union of North America (LIUNA) representing Public Works position*

Summary Results: Health Insurance

CPS analyzed all employee health insurance premiums for the family plan (where available) as the point of comparison. The health insurance premium cost includes dental insurance and vision coverage if provided. Harrisburg employees' monthly premium health insurance contribution is zero. Aumsville, Creswell, and Junction City also have a zero minimum employee premium health insurance contribution. Employees in the additional three jurisdictions do contribute to their health care premiums. Lafayette employees' monthly premium health insurance contribution is the lowest at \$179 and Mt. Angel is the highest between \$229-\$232. Table 5 on the following page summarizes the minimum and maximum costs for employee health insurance.

Table 5: Health Insurance			
Jurisdiction		Maximum Family Insurance Cost (\$/mth)	Minimum Family Insurance Cost (\$/mth)
Harrisburg	Non-represented	0	0
Aumsville	Non-represented	0	0
Creswell	Non-represented	0	0
Junction City	AFSCME and Non-represented	0	0
Lafayette	LIUNA and Non-represented	179	179
Mt. Angel	LIUNA and Non-represented	232	229
Veneta	Non-represented	182	182

Summary Results: *Additional Compensation*

The CPS research team asked jurisdictions to respond (Yes/No) regarding whether the employer pays the 6% PERS pickup amount. All jurisdictions provide the 6% PERS pick-up.

Limited Job Matching Discussion

1. Assistant City Administrator/ City Recorder

The Assistant City Administrator/ City Recorder for Harrisburg is an exempt, supervisory position. It requires a bachelor's degree in communications, public administration or business administration and two years of related experience. Below is a short summary of duties from the job description:

"Performs complex, analytical, technical, and administrative tasks while assisting the City Administrator with the efficient delivery of municipal services to the public... maintenance of official city records and Council actions... responsible for human resources, elections, addressing, and risk management duties for the City."

Of the surveyed jurisdictions, all have one or more potential matched positions. The job title varies across most jurisdictions. In Aumsville, the position is "City Clerk;" in Creswell, the duties are split between "Assistant City Recorder/Court Clerk" and "City Recorder," so both were included in the initial analysis. The potential match positions in Junction City and Veneta are called "City Recorder," while Lafayette the duties lie with the "Community Development Clerk," and Mt. Angel has an "Assistant to City Manager." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Harrisburg requires two years related experience. Lafayette is similar to Harrisburg and requires two years of experience. Creswell requires three years of progressively responsible clerical and secretarial experience for both positions (Assistant City Recorder/ Court Clerk and City Recorder). Mt. Angel requires three years of experience with at least one year in a government organization. Veneta requires the most experience with five years. Aumsville and Junction City do not specify years of experience.
- **Education:** Harrisburg requires a bachelor's degree in communication, public administration, or business administration. Veneta aligns closest with Harrisburg and requires a bachelor's degree. Mt. Angel requires the most education with a master's degree in business or public administration. Creswell and Junction City require educational training between high school diplomas and a college degree. Creswell requires one year of secretarial college or vocational courses for both positions (Assistant City Recorder/ Court Clerk and City Recorder). Junction City requires an additional two years of vocational training after high school or a GED. Aumsville and Lafayette require only a high school diploma or GED.

Harrisburg requires additional certification beyond a bachelor's degree. A CMC (Certified Municipal Clerk) designation is required within 5 years of employment and the ability to become a Notary Public within a year of hire. Junction City has similar requirements to have a CMC and Notary Public certification but a timeframe for earning the certifications is not listed. Veneta requires a CMC certificate or the ability to receive a CMC within three years of hire. Mt. Angel requires the position to procure a Notary Public certification.

- **FLSA Exemption:** Harrisburg is an exempt position. Creswell's City Recorder and the Junction City, and Mt. Angel positions are all exempt. Aumsville, Lafayette, Veneta, and the Creswell Assistant City Recorder/Court Clerk are non-exempt positions.
- **Supervision:** Harrisburg's supervisory duties for Assistant City Administrator/City Recorder are given as needed and in the absence of the City Administrator. Mt. Angel is similar to Harrisburg and the position may be assigned supervisory duties as needed. Aumsville, Creswell (Assistant City Recorder/Court Clerk), Junction City, Lafayette, and Veneta do not require supervisory duties. Creswell's City Recorder is the only comparable position with delegated supervisory duties, and supervises the Assistant City Recorder/Court Clerk.
- **Additional Notes:** Harrisburg combines Assistant City Administrator and City Recorder into one position. Creswell has two positions (Assistant City Recorder/ Court Clerk and City Recorder) that match based on how Creswell split the defined job duties between two positions. Junction City and Veneta match the Harrisburg City Recorder duties. Mt. Angel's position (Assistant to City Manager) aligns more closely with Harrisburg's Assistant City Administrator duties. The median adjusted compensation range is \$6,118 (Creswell – City Recorder) to \$4,468 (Lafayette). Harrisburg has the second highest median adjusted compensation at \$5,567. Variations in job duties, experience, and education may explain differences in compensation.

Conclusion: Combining multiple roles into one position, which is common in smaller jurisdictions, makes it difficult to assess a solid match. By blending the responsibilities of a city recorder (e.g., maintaining official city records and supporting the city council's activities) with the more technical aspects of human resources, elections, and risk management of city administration, there are few solid matches among the other jurisdictions. Difference in FLSA exemption and supervisory responsibilities also makes the potential matches not as strong. Most are close, however, and provide examples of how the tasks are distributed in a variety of creative ways in smaller cities and towns with limited budgets.

2. Court Clerk/ Supervisor

The Harrisburg Court Clerk/ Supervisor is an exempt and supervisory position. The position requires an associate's degree in communications, public administration or business administration and two years of related experience. Below is a short summary of duties from the job description:

"Performs a variety of tasks related to four city programs: Municipal Court, Code Enforcement, Library, and Utility Billing. Tasks involve, but are not limited to, resolving complaints and violations regarding the City's Municipal Code, assisting citizens through the Municipal Court process, collect fines, ... and supervising library and utility billing staff."

Of the six comparable jurisdictions, two (Lafayette and Veneta) have a potentially matched position. The position in Lafayette is "City Clerk" and the position in Veneta is "Office Support Specialist III (Compliance)". CPS compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. Creswell has an "Assistant City Recorder/Court Clerk;" however, in

addition to court duties, the position has responsibilities for city records, council support, and the building inspection program, and was therefore not deemed a match. The findings are described below:

- **Experience:** Harrisburg requires two years' experience. The two positions in Lafayette and Veneta require three years of experience in the field.
- **Education:** Harrisburg requires an associate's degree in communications, public administration, or business administration. Veneta is similar to Harrisburg and requires an associate's degree. Lafayette's position requires a high school diploma or GED.

In addition to an associate's degree, candidates for Harrisburg's position must have or obtain a LEDS certification within 90 days of hire.

- **FLSA Exemption:** The position in Harrisburg is exempt. Lafayette and Veneta are non-exempt positions.
- **Supervision:** In Harrisburg and Lafayette, supervisory duties are assigned to the position. Veneta's position does not have supervisory responsibilities.
- **Additional Notes:** Most positions have similar experience and education requirements. Lafayette has the highest median adjusted compensation at \$5,083. Harrisburg follows with \$4,887 and Veneta has the lowest at \$4,469. Differences in tasks and supervisory duties may explain variation in pay.

Conclusion: Once again, the blend of disparate duties, common in smaller jurisdictions, as well as differences in FLSA exemption makes it hard to find solid matches. However, the positions in Lafayette and Veneta provide some comparability.

3. Financial Officer/ Deputy City Recorder

The Harrisburg Finance Officer/Deputy City Recorder is an exempt position without supervisory responsibility. The position requires a Bachelor's degree in accounting, business management, or related field. Harrisburg requires that the Finance Officer/Deputy City Recorder have three years' experience in government finance. The following is a short summary of duties from the job description:

"Performs a wide variety of tasks related to the financial affairs of the City... responsible for all financial reporting, budget and audit duties, and for establishing and maintaining a set of internal controls for all financial transactions for the organization... administers the general accounting system, accounts payable system, payroll, investments..."

Most jurisdictions have positions that match the job description. Aumsville calls the position "Finance Officer." Most jurisdictions (Creswell, Junction City, Mt. Angel) call the position "Finance Director." Veneta calls the position "Finance and Administration Services Director." Creswell also has an "Assistant City Recorder / Court Clerk," but the position has limited financial responsibilities and was therefore not

included in the analysis. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** Harrisburg requires three years' experience in government finance. Junction City and Veneta require four years of experience in accounting with two years' supervisory experience. Creswell requires the second most experience at five years. Mt. Angel requires the most experience with seven years' experience and two years of supervisory experience. Aumsville requires the least experience with one year of supervisory, payroll and human resources experience and two years in a supervisory role.
- **Education:** Harrisburg and five jurisdictions (Aumsville, Creswell, Junction City, Mt. Angel, Veneta) require a bachelor's degree in finance, public or business administration, or related field.

Harrisburg requires the position to earn a CMC (Certified Municipal Clerk) certification within seven years of employment and become a Notary Public within a year.

- **FLSA Exemption:** Harrisburg and most jurisdictions with matching positions are exempt. Aumsville is the only non-exempt position.
- **Supervision:** In Harrisburg, the position does not have supervisory duties. Aumsville, Creswell, Junction City, Mt. Angel, and Veneta have supervisory responsibilities for this position.
- **Additional Notes:** Most matched positions have similar experience and education requirements. There is variation among the job descriptions for additional certifications or education. Aumsville and Mt. Angel have a preference for a master's degree. Creswell, Junction City, and Mt. Angel have a preference for CPA designation. In addition, Mt. Angel also has a preference for the possession of Certified Management Accountant. Creswell and Veneta have the two highest median adjusted compensation amounts, both above \$7,000 per month. Most of the median adjusted compensation falls between \$6,998 (Aumsville) and \$6,739 (Mt. Angel). The Harrisburg median adjusted compensation amount is on the lower end at \$6,772. Mt. Angel (\$6,739) follows Harrisburg and has the lowest adjusted compensation.

Conclusion: The difference in FLSA exemption and supervisory status makes it harder to compare all positions. With that caveat, most matches are reasonably comparable.

4. Librarian

The Librarian in Harrisburg is a part time, non-exempt position with no supervision responsibility. The position requires a bachelor's degree in Library Sciences and one year of library work experience. The following is a short summary of duties from the job description:

“Plans, organizes, and implements the operations and functions of the Public Library. Responsible for the maintenance and control of physical library collections, inventory of collections, program events, and fundraising.”

Of the six jurisdictions surveyed, only two (Junction City and Mt. Angel) had a potential matching Librarian position; however, both were full-time positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** Harrisburg requires one year of library experience. Mt. Angel requires the most experience with five years of increasingly responsible professional library experience including three years of management and/or supervisory experience. Junction City did not specify number of years' experience.
- **Education:** Harrisburg requires a bachelor's degree in library sciences. Junction City requires a higher degree of education. The position must possess a Masters of Library and Information Science. Mt. Angel's positions does not specify education requirements; instead a graduate degree from an American Library Association accredited School of Library and Information Science is highly desirable.
- **FLSA Exemption:** Harrisburg and Junction City positions are non-exempt. Mt. Angel is an exempt position.
- **Supervision:** Harrisburg's Librarian has no supervisory duties. Junction City's and Mt. Angel's Librarian exercises direct supervision over staff and volunteers.
- **Additional Notes:** Harrisburg's Librarian position is hourly, part-time, and receives no benefits. Junction City and Mt. Angel Library positions are both full-time with benefits.

Conclusion: While many of the duties, education, and experience requirements are similar, the Harrisburg position is part-time and the compensation reflects that difference. We have doubled the hours of the part-time Harrisburg Librarian to reflect full time status to make the position somewhat comparable. (See Appendix A-4). However, with the different in FLSA exemption and supervisory status as well as full versus part time the comparability of this position is less than ideal.

5. Public Works Director

The Public Works Director is an exempt position with supervision responsibility. The position supervises Public Works Foreman. It requires a bachelor's degree in civil engineering and five years' of progressively responsible public works experience. The following is a short summary of duties from the job description:

“Plans, organizes, directs, and maintains the water system, wastewater system, and street system for the city, as well as providing storm water services, parks construction and maintenance, and facility maintenance for all city owned properties.”

All jurisdictions have comparable job titles. Most jurisdictions have the same title; Lafayette has a comparable job title called “Public Works Supervisor.” The findings are described below.

- **Experience:** Harrisburg and four additional positions (Aumsville, Creswell, Junction City, Lafayette, Mt. Angel) require five years of public works experience; in Aumsville and Mt. Angel, the job description specifies two years of supervisory experience. In Creswell and Junction City, the position requires three years’ supervisory experience. Veneta does not specify years of experience; instead it requires experience with basic mechanical and electrical systems.
- **Education:** Harrisburg requires a bachelor’s degree in civil engineering. Junction City and Veneta are similar and require a bachelor’s degree, with Junction City specifying an emphasis in public administration or engineering. Aumsville and Creswell require a high school diploma or GED plus two years of college courses. Lafayette has the lowest requirement with a high school diploma or GED. Mt. Angel does not specify high school or college education requirements.

Additional Certification is required in Harrisburg. The position must have or obtain within a year of hire a Wastewater Collection Level II, Wastewater Treatment Level I, and Water Distribution Level II certification. Most other positions require additional certification, while others provided options as to which certifications were acceptable/required.

- Wastewater Treatment Level I (Aumsville, Creswell, Junction City, Mt. Angel)
- Wastewater Treatment Level II (Veneta)
- Water Treatment Level I (Junction City, Lafayette, Veneta)
- Water Treatment Level II (Creswell, Mt. Angel)
- Water Distribution Level I (Lafayette, Mt. Angel)
- Water Distribution Level II (Aumsville, Creswell, Junction City, Lafayette, Veneta)
- Wastewater Collection Level I (Mt. Angel)
- Wastewater Collection Level II (Aumsville, Creswell, Junction City, Veneta)
- Work Zone Traffic Control (Creswell, Lafayette)
- Cross Connection Inspector (Lafayette)

The position in Mt. Angel does not require additional certification.

- **FLSA Exemption:** The position in Harrisburg and in most matching jurisdictions is exempt.
- **Supervision:** Harrisburg and all other jurisdictions have supervisory duties for this position.
- **Additional Notes:** Duties and responsibilities across all jurisdictions are comparable to those of Harrisburg. Aumsville desires the position to have an associate’s degree in Water/Wastewater Technology. Differences in size of department, experience, and education may correspond to variations in compensation. The highest median adjusted compensation pay for this position is

in Creswell (\$8,438) and the lowest is Lafayette (\$7,048). Harrisburg is one of the lowest at \$7,479.

Conclusion: Matches are comparable.

6. Public Works Foreman

The Public Works Foreman in Harrisburg is an exempt position with supervisory responsibility for the public works staff. The position requires a high school diploma or GED with five years' experience in municipal or water and/or sewer special districts. The following is a short summary of duties from the job description:

"Performs a wide variety of analysis, adjustments and maintenance tasks to operate and maintain the water treatment and wastewater plants in compliance with governing jurisdictions and to maximize the safe and efficient operation of the wastewater systems and treatment plant."

Three jurisdictions (Aumsville, Creswell, Veneta) have common job duties and responsibilities but have different titles. Aumsville has an "Assistant Public Works Director," while Creswell has a "Public Works Team Leader." Veneta has a "Public Works Superintendent." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** All require prior experience. Harrisburg and Creswell require five years' experience in municipal or water and/or sewer special districts. Aumsville requires 4 years' experience. Veneta requires the least experience, 3 years in a public works position.
- **Education:** Harrisburg requires a high school diploma or GED. Creswell and Veneta are similar to Harrisburg and require a high school diploma or GED. Aumsville requires a high school diploma or GED supplemented with specialized training.

Additional Certification for this position is required in Harrisburg. The incumbent must have a Wastewater Collection Level I, Wastewater Treatment Level I, Water Distribution Level I, and Cross Connection Specialist certification. Most other positions require additional certification, while others provided options as to which certifications were acceptable/required.

- Wastewater Treatment Level I (Aumsville, Veneta)
- Water Treatment Level I (Aumsville, Veneta)
- Water Distribution Level I (Veneta)
- Water Distribution Level II (Aumsville, Creswell)
- Wastewater Collections Level I (Veneta)
- Wastewater Collections Level II (Aumsville, Creswell)
- Cross connection Inspector (Aumsville, Creswell)

- **FLSA Exemption:** This position in Harrisburg and Veneta is exempt and those in Aumsville and Creswell are non-exempt.
- **Supervision:** Harrisburg's Foreman and all matched positions have supervisory duties.
- **Additional Notes:** Harrisburg Public Works Foreman falls between comparable jurisdictions that have assistant or superintendent public works positions and those with lead or team public works positions. The highest median adjusted compensation pay is Aumsville (\$7,367) and the lowest is Creswell (\$5,737). Differences duties and in department size may explain variations in pay.

Conclusion: Matches are comparable.

7. Public Works Utility I

The Harrisburg Public Works Utility I a non-exempt, entry level position with no supervision responsibility. The position requires a high school diploma or GED and little to no experience. The following is a short summary of duties from the job description:

"Performs a wide variety of routine tasks, requiring physical activity and the use of large equipment, motorized machines, simple power equipment and hand tools."

All jurisdictions have matched positions. Five jurisdictions (Aumsville, Junction City, Lafayette, Mt. Angel, Veneta) title the position "Utility Worker I" and Creswell calls the position "Public Works Maintenance Specialist I." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Harrisburg does not specify experience for the entry level position. Creswell is similar and does not specify experience. Lafayette requires two years' prior experience with public utilities. Mt. Angel requires public work experience for one year or two years general construction experience within the last five years. Veneta seeks a range of experience of one to three years in public works. Aumsville requires the most experience, 4 years of experience or training.
- **Education** Harrisburg and all other jurisdictions require a high school diploma or GED. Aumsville requires additional specialized training.

Harrisburg does not require additional water and wastewater certification. Most other positions require additional certification, while others provided options as to which certifications were acceptable/required.

- Water Treatment Level I (Creswell, Junction City, Lafayette, Veneta)
- Water Distribution Level I (Junction City, Lafayette, Mt. Angel, Veneta)
- Water Distribution Level II (Creswell)

- Wastewater Treatment Level I (Creswell, Junction City, Lafayette, Veneta)
 - Wastewater Collection Level I (Junction City, Lafayette, Veneta)
 - Wastewater Collection Level II (Creswell)
 - Flagging Certification (Lafayette)
 - Work Zone Traffic Safety (Aumsville, Creswell)
- **FLSA Exemption:** The Utility Worker I in Harrisburg and in all other jurisdictions are non-exempt positions.
 - **Supervision:** Harrisburg and all other jurisdictions do not assign supervisory duties for this position.
 - **Additional Notes:** The job duties and responsibilities across all jurisdictions are comparable to those of Harrisburg for this position. In Harrisburg, the entry level position is not required to possess additional certification and it is what separates the position from Public Works Utility II and III. Aumsville does not list required additional certifications, but does require previous experience. The remaining jurisdictions have a preference for or require additional certifications. The highest median adjusted compensation is Lafayette (\$4,707) and the lowest is Mt. Angel (\$3,979). Harrisburg is the second lowest position at \$4,032. Differences in experience and certification expectation may explain variation in compensation.

Conclusion: Matches are comparable.

8. Public Works Utility II

The Public Works Utility II is a non-exempt position without responsibility for supervision. The position requires a high school diploma or GED and at least three years' experience in municipal or special district water and sewer systems. The following is a short summary of duties from the job description:

"Performs a wide variety of routine and semi-skilled tasks requiring physical activity and the use of large equipment, motorized machines, power equipment, and hand tools... maintains equipment and tools used and (must) be able to perform construction maintenance related tasks such as building repair."

All six comparable jurisdictions have matched positions. Five jurisdictions (Aumsville, Junction City, Lafayette, Mt. Angel, Veneta) title the position "Utility Worker II" and Creswell calls the position "Public Works Maintenance Specialist II." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described as follows:

- **Experience:** Harrisburg requires three years' experience in municipal or special district water and sewer systems. Like Harrisburg, the cities of Junction City, Lafayette, and Veneta require three years of public works experience. Lafayette requires the position to complete at least three years as a "Utility Worker I" while Veneta further clarifies that experience may range from three to five years. Aumsville requires the most experience at a minimum of 4 years' experience.

Mt. Angel requires one year of experience in public works or two years' experience in general construction within the past 5 years.

- **Education:** Harrisburg and all other jurisdictions require a high school diploma or GED. Aumsville requires additional specialized training.

Harrisburg requires additional water and wastewater certification. The position must have one of the following certifications: Wastewater Treatment Level I, Wastewater Collection Level I, Water Distribution Level I, Oregon State Pesticide Applicator. Most other positions require additional certification, while others provided options as to which certifications were acceptable/required.

- Water Treatment Level I (Creswell, Junction City, Lafayette, Veneta)
 - Water Distribution Level I (Aumsville, Lafayette, Mt. Angel)
 - Water Distribution Level II (Creswell, Junction City, Veneta)
 - Wastewater Treatment Level I (Aumsville, Creswell, Junction City, Lafayette, Mt. Angel)
 - Wastewater Treatment Level II (Veneta)
 - Wastewater Collection Level I (Lafayette, Mt. Angel)
 - Wastewater Collection Level II (Creswell, Veneta)
- **FLSA Exemption:** In Harrisburg and all matching jurisdictions, the position is non-exempt.
 - **Supervision:** Harrisburg and all other jurisdictions do not normally assign supervisory duties to this position. Junction City's Utility Worker II may be assigned supervisory responsibilities.
 - **Additional Notes:** Regardless of job title, the job duties and responsibilities across all jurisdictions are comparable to those of Harrisburg. Differences in supervision, crew size, and experience may correspond to variations in compensation. The highest median adjusted compensation pay is Lafayette (\$5,496) and the lowest is Mt. Angel (\$4,360). Harrisburg is the second lowest at \$4,406.

Conclusion: Matches are comparable.

9. Public Works Utility III

The Public Works Utility III in Harrisburg is a non-exempt position with supervisor responsibility. The position requires a high school diploma or GED and a minimum of five years' experience in a municipal or special district water and sewer systems. The following is a short summary of duties from the job description:

"Performs a wide variety of analysis, adjustments and maintenance tasks to operate and maintain wastewater and water treatment plants ... performs a wide variety of routine and semi-skilled tasks requiring physical activity and the use of large equipment, motorized machines, power equipment, and hand tools."

Of the jurisdictions surveyed, four have matched positions, but some use slightly different job titles. Veneta's job title (Utility Worker II) is the most similar to Harrisburg. Creswell's position is called "Public Works Maintenance Specialist III." Lafayette and Mt. Angel call the position "Public Works Lead Worker." We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** Harrisburg requires five years' experience in municipal or special district water and sewer systems. Similar to Harrisburg, Lafayette require three years' experience as a "Utility Worker I." Veneta requires experience of five or more years in public works as well as one year of supervisory or lead experience. Mt. Angel does not specify years' experience.
- **Education:** Harrisburg and all other jurisdictions require a high school diploma or GED. Mt. Angel does not specify education level; it does outline additional certifications required, outlined in the next paragraph.

Harrisburg requires additional water and wastewater certification. The position must have one of the following certifications: Wastewater Treatment Level I, Wastewater Collection Level I, or Water Distribution Level I. Most other positions require additional certification, while others provided options as to which certifications were acceptable/required.

- Water Treatment Level I (Creswell, Lafayette, Mt. Angel, Veneta)
 - Water Distribution Level I (Lafayette)
 - Water Distribution Level II (Creswell, Mt. Angel, Veneta)
 - Wastewater Treatment Level I (Creswell, Lafayette, Mt. Angel)
 - Wastewater Treatment Level II (Veneta)
 - Wastewater Collections I (Lafayette, Mt. Angel)
 - Wastewater Collection II (Creswell, Veneta)
- **FLSA Exemption:** In Harrisburg and in all matching jurisdictions, the position is non-exempt.
 - **Supervision:** Public Works Utility III in Harrisburg, Creswell, Mt. Angel, and Veneta have supervisory responsibilities. The position in Lafayette does not.
 - **Additional Notes:** Regardless of job title, the job duties and responsibilities across all jurisdictions are comparable to those of Harrisburg. Differences in supervision, crew size, and experience may correspond to variations in compensation. The highest median adjusted compensation pay is Lafayette (\$5,799) and the lowest is Creswell (\$4,809). Harrisburg falls in the middle at \$4,868 median adjusted compensation.

Conclusion: Matches are comparable although Laf does not have sup duties.

10. Utility Billing II

The Utility Billing II is a non-exempt position without supervision responsibility. The position requires a high school diploma or GED and a minimum of three years of office work experience. The following is a short summary of duties from the job description:

“Performs a variety of tasks ... bookkeeping, billing, and collection of utility bills, cash receipting, creating reports, permits, business licenses ... may assist with the Municipal Court.”

Of the six jurisdictions surveyed, five have a comparable position, but with slightly different job titles. Aumsville and Creswell’s titled aligned closely with Harrisburg, with “Utility Billing Clerk” (Aumsville) and “Utility Billing/ Court Clerk II” (Creswell). Junction City’s position is called “Administrative Aide II/ Utility Billing.” Mt. Angel has an “Accounting Clerk/ Utility Clerk;” Veneta’s position is called “Office Support Specialist II (Utility Billing)”. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** Harrisburg requires at least three years in an office setting. Aumsville, Junction City, Mt. Angel, requires two years of customer service and experience maintaining financial records and processing payments. Creswell does not provide a specific number of years’ experience; instead it specifies secretarial and general office procedure experience.
- **Education:** Harrisburg and most other jurisdictions require a high school diploma or GED. Veneta requires an associate’s degree or five years’ experience.
- **FLSA Exemption:** In Harrisburg and in all matching jurisdictions, the position is non-exempt.
- **Supervision:** The position in Harrisburg and all other matches do not have supervisory duties.
- **Additional Notes:** Regardless of job title, the job duties and responsibilities across all jurisdictions are comparable to those of Harrisburg. Mt. Angel’s position is required to obtain a Notary Public certification. Veneta has additional duties, including IT and communications due to how the jurisdiction has combined responsibilities, possibly explaining the higher salary level. The highest median adjusted compensation is Veneta (\$4,469) and the lowest is Aumsville (\$3,124). Harrisburg is in the middle with \$4,214 adjusted compensation.

Conclusion: Most matches are comparable.

Appendix

Detailed Adjusted Compensation Results	A-1
<i>Assistant City Administrator/ City Recorder</i>	<i>A-1</i>
<i>Court Clerk/ Supervisor</i>	<i>A-2</i>
<i>Financial Officer/ Deputy City Recorder</i>	<i>A-3</i>
<i>Librarian (Adjusted)</i>	<i>A-4</i>
<i>Public Works Director.....</i>	<i>A-5</i>
<i>Public Works Foreman</i>	<i>A-6</i>
<i>Public Works Utility I</i>	<i>A-7</i>
<i>Public Works Utility II</i>	<i>A-8</i>
<i>Public Works Utility III.....</i>	<i>A-9</i>
<i>Utility Billing II.....</i>	<i>A-10</i>

Position Name: Assistant City Administrator/City Recorder					Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Aumsville	City Clerk	\$ 3,687	\$ 4,207	\$ 4,801	Y	\$ -	9.6%	11.2%	15.4%	\$ 4,263	\$ 4,929	\$ 5,828	
Creswell	Assistant City Recorder/ Court Clerk	3,358	3,970	4,426	Y	-	9.6%	10.0%	11.5%	3,882	4,605	5,203	
Creswell	City Recorder	4,477	5,275	5,870	Y	-	9.6%	10.0%	11.5%	5,176	6,118	6,899	
Junction City	City Recorder	4,191	4,533	4,903	Y	-	8.5%	9.6%	11.5%	4,797	5,241	5,763	
Lafayette	Community Development Clerk	3,507	3,834	4,191	Y	(179)	13.3%	15.2%	17.1%	4,004	4,468	4,981	
Mt. Angel	Assistant to City Manager	4,110	4,645	5,245	Y	(229)	8.5%	10.4%	14.2%	4,475	5,177	6,077	
Veneta	City Recorder	3,623	4,324	5,157	Y	(182)	9.2%	10.4%	14.0%	3,993	4,850	6,008	
	Average	3,850	4,398	4,942		(84)	9.8%	11.0%	13.6%	4,370	5,055	5,823	
	Median	3,687	4,324	4,903		-	9.6%	10.4%	14.0%	4,263	4,929	5,828	
Harrisburg	Assistant City Administrator/City Recorder	\$ 4,114	\$ 4,720	\$ 5,414	Y	\$ -	10.0%	11.9%	13.9%	\$ 4,772	\$ 5,567	\$ 6,489	
		% Difference from Average	6.8%	7.3%	9.6%			2.5%	8.8%	1.7%	9.2%	10.1%	11.4%
		% Difference from Median	11.6%	9.2%	10.4%			4.0%	14.8%	-1.3%	12.0%	12.9%	11.3%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Creswell has two comparable positions.

Position Name: Court Clerk/Supervisor					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Creswell	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Junction City	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Lafayette	City Clerk	3,972	4,342	4,746	Y	(179)	13.3%	15.2%	17.1%	4,559	5,083	5,664		
Mt. Angel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Veneta	Office Support Specialist III (Compliance)	3,349	3,997	4,767	Y	(182)	9.2%	10.4%	14.0%	3,677	4,469	5,540		
	Average	3,661	4,169	4,757		(180)	11.3%	12.8%	15.6%	4,118	4,776	5,602		
	Median	3,661	4,169	4,757		(180)	11.3%	12.8%	15.6%	4,118	4,776	5,602		
Harrisburg	Court Clerk/Supervisor	\$ 3,612	\$ 4,144	\$ 4,753	Y	\$ -	10.0%	11.9%	13.9%	\$ 4,190	\$ 4,887	\$ 5,696		
		% Difference from Average	-1.3%	-0.6%	-0.1%				-11.1%	-6.8%	-11.1%	1.7%	2.3%	1.7%
		% Difference from Median	-1.3%	-0.6%	-0.1%				-11.1%	-6.8%	-11.1%	1.7%	2.3%	1.7%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Finance Officer/Deputy City Recorder					Adjustments							
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Aumsville	Finance Officer	\$ 5,234	\$ 5,973	\$ 6,817	Y	\$ -	9.6%	11.2%	15.4%	\$ 6,051	\$ 6,998	\$ 8,275
Creswell	Finance Director	6,379	7,652	8,532	Y	-	9.6%	10.0%	11.5%	7,375	8,876	10,029
Junction City	Finance Director	5,544	5,996	6,485	Y	-	8.5%	9.6%	11.5%	6,346	6,932	7,622
Lafayette	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Mt. Angel	Finance Director	5,298	5,987	6,762	Y	(229)	8.5%	10.4%	14.2%	5,835	6,739	7,901
Veneta	Finance and Administrative Services Director	5,220	6,229	7,430	Y	(182)	9.2%	10.4%	14.0%	5,833	7,068	8,736
	Average	5,535	6,367	7,205		(82)	9.1%	10.3%	13.3%	6,288	7,323	8,513
	Median	5,298	5,996	6,817		-	9.2%	10.4%	14.0%	6,051	6,998	8,275
Harrisburg	Finance Officer/Deputy City Recorder	\$ 5,005	\$ 5,743	\$ 6,586	Y	\$ -	10.0%	11.9%	13.9%	\$ 5,806	\$ 6,772	\$ 7,894
		% Difference from Average	-9.6%	-9.8%	-8.6%		10.2%	15.7%	3.8%	-7.7%	-7.5%	-7.3%
		% Difference from Median	-5.5%	-4.2%	-3.4%		8.3%	14.8%	-1.3%	-4.1%	-3.2%	-4.6%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Librarian (Adjusted)		Adjustments								Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Aumsville	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Creswell	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Junction City	Librarian	3,737	3,965	4,371	Y	-	8.5%	9.6%	11.5%	4,277	4,584	5,138
Lafayette	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Mt. Angel	Library Director	4,853	5,484	6,197	Y	(229)	8.5%	10.4%	14.2%	5,326	6,154	7,221
Veneta	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
	Average	4,295	4,725	5,284		(114)	8.5%	10.0%	12.9%	4,802	5,369	6,179
	Median	4,295	4,725	5,284		(114)	8.5%	10.0%	12.9%	4,802	5,369	6,179
Harrisburg	Librarian (Adjusted)	\$ 5,834	\$ 6,694	\$ 7,672	N	\$ -	0.0%	0.0%	0.0%	\$ 5,834	\$ 6,694	\$ 7,672
		% Difference from Average						% Difference from Average				
		35.8%						-100.0%			21.5%	
		41.7%						-100.0%			24.7%	
		45.2%						-100.0%			24.1%	
		% Difference from Median						% Difference from Median				
		35.8%						-100.0%			21.5%	
		41.7%						-100.0%			24.7%	
		45.2%						-100.0%			24.1%	

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. The analysis of doubling compensation for Harrisburg's Librarian (part time position without health insurance) compared to a full time position with health insurance and other benefits does **not** appropriately reflect the value of the compensation provided. This table adjusted Harrisburg's position to reflect a scenario if the position was full-time with no health insurance, vacation, or other benefits.

Position Name: Public Works Director					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	Public Works Director	\$ 6,137	\$ 7,004	\$ 7,992	Y	\$ -	9.6%	11.2%	15.4%	\$ 7,095	\$ 8,205	\$ 9,701		
Creswell	Public Works Director	6,154	7,275	8,111	Y	-	9.6%	10.0%	11.5%	7,114	8,438	9,534		
Junction City	Public Works Director	6,378	6,899	7,461	Y	-	8.5%	9.6%	11.5%	7,300	7,976	8,770		
Lafayette	Public Works Supervisor	5,963	5,963	5,963	Y	(179)	13.3%	15.2%	17.1%	6,933	7,048	7,162		
Mt. Angel	Public Works Director	5,613	6,343	7,163	Y	(229)	8.5%	10.4%	14.2%	6,196	7,153	8,383		
Veneta	Public Works Director	5,921	7,065	8,427	Y	(182)	9.2%	10.4%	14.0%	6,641	8,040	9,933		
	Average	6,028	6,758	7,519		(98)	9.8%	11.1%	14.0%	6,880	7,810	8,914		
	Median	6,050	6,952	7,727		(89)	9.4%	10.4%	14.1%	7,014	8,008	9,152		
Harrisburg	Public Works Director	\$ 5,528	\$ 6,342	\$ 7,274	Y	\$ -	10.0%	11.9%	13.9%	\$ 6,412	\$ 7,479	\$ 8,718		
		% Difference from Average	-8.3%	-6.2%	-3.3%				2.3%	7.2%	-0.9%	-6.8%	-4.2%	-2.2%
		% Difference from Median	-8.6%	-8.8%	-5.9%				6.1%	14.8%	-2.0%	-8.6%	-6.6%	-4.7%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Public Works Foreman					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	Assistant Public Works Director	\$ 5,510	\$ 6,288	\$ 7,176	Y	\$ -	9.6%	11.2%	15.4%	\$ 6,370	\$ 7,367	\$ 8,711		
Creswell	Public Works Team Leader	4,183	4,945	5,514	Y	-	9.6%	10.0%	11.5%	4,837	5,737	6,481		
Junction City	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Lafayette	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Mt. Angel	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Veneta	Public Works Superintendent	4,826	5,759	6,869	Y	(182)	9.2%	10.4%	14.0%	5,379	6,521	8,063		
	Average	4,840	5,664	6,520		(61)	9.5%	10.5%	13.7%	5,529	6,541	7,752		
	Median	4,826	5,759	6,869		-	9.6%	10.4%	14.0%	5,379	6,521	8,063		
Harrisburg	Public Works Foreman	\$ 4,380	\$ 5,025	\$ 5,763	Y	\$ -	10.0%	11.9%	13.9%	\$ 5,080	\$ 5,926	\$ 6,907		
		% Difference from Average	-9.5%	-11.3%	-11.6%				5.4%	13.4%	1.5%	-8.1%	-9.4%	-10.9%
		% Difference from Median	-9.2%	-12.7%	-16.1%				4.0%	14.8%	-1.3%	-5.6%	-9.1%	-14.3%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Public Works Utility I					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	Utility Worker I	\$ 3,324	\$ 3,793	\$ 4,328	Y	\$ -	9.6%	11.2%	15.4%	\$ 3,843	\$ 4,444	\$ 5,254		
Creswell	Public Works Maintenance Specialist I	2,958	3,497	3,900	Y	-	9.6%	10.0%	11.5%	3,420	4,057	4,583		
Junction City	Utility Worker I	3,611	3,831	4,064	Y	-	8.5%	9.6%	11.5%	4,133	4,429	4,777		
Lafayette	Utility Worker I	3,687	4,031	4,406	Y	(179)	13.3%	15.2%	17.1%	4,219	4,707	5,246		
Mt. Angel	Utility Worker I	3,159	3,571	4,032	Y	(229)	9.9%	11.8%	15.2%	3,432	3,979	4,658		
Veneta	Utility Worker I	3,168	3,781	4,509	Y	(182)	9.2%	10.4%	14.0%	3,469	4,219	5,230		
	Average	3,318	3,751	4,206		(98)	10.0%	11.4%	14.1%	3,753	4,306	4,958		
	Median	3,246	3,787	4,196		(89)	9.6%	10.8%	14.6%	3,656	4,324	5,003		
Harrisburg	Public Works Utility I	\$ 2,980	\$ 3,419	\$ 3,921	Y	\$ -	10.0%	11.9%	13.9%	\$ 3,456	\$ 4,032	\$ 4,699		
		% Difference from Average	-10.2%	-8.8%	-6.8%				-0.2%	4.9%	-2.0%	-7.9%	-6.4%	-5.2%
		% Difference from Median	-8.2%	-9.7%	-6.6%				4.0%	10.7%	-5.2%	-5.5%	-6.8%	-6.1%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Public Works Utility II					Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Aumsville	Utility Worker II	\$ 3,851	\$ 4,394	\$ 5,015	Y	\$ -	9.6%	11.2%	15.4%	\$ 4,452	\$ 5,148	\$ 6,087	
Creswell	Public Works Maintenance Specialist II	3,218	3,804	4,242	Y	-	9.6%	10.0%	11.5%	3,720	4,413	4,986	
Junction City	Utility Worker II	3,737	3,965	4,371	Y	-	8.5%	9.6%	11.5%	4,277	4,584	5,138	
Lafayette	Utility Worker II	4,283	4,683	5,118	Y	(179)	13.3%	15.2%	17.1%	4,930	5,496	6,122	
Mt. Angel	Utility Worker II	3,446	3,895	4,399	Y	(229)	9.9%	11.8%	15.2%	3,765	4,360	5,102	
Veneta	Utility Worker II	3,443	4,109	4,900	Y	(182)	9.2%	10.4%	14.0%	3,785	4,600	5,700	
	Average	3,663	4,141	4,674		(98)	10.0%	11.4%	14.1%	4,155	4,767	5,522	
	Median	3,592	4,037	4,650		(89)	9.6%	10.8%	14.6%	4,031	4,592	5,419	
Harrisburg	Public Works Utility II	\$ 3,257	\$ 3,736	\$ 4,285	Y	\$ -	10.0%	11.9%	13.9%	\$ 3,778	\$ 4,406	\$ 5,135	
		% Difference from Average	-11.1%	-9.8%	-8.3%			-0.2%	4.9%	-2.0%	-9.1%	-7.6%	-7.0%
		% Difference from Median	-9.3%	-7.4%	-7.8%			4.0%	10.7%	-5.2%	-6.3%	-4.1%	-5.2%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Public Works Utility III					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Creswell	Public Works Maintenance Specialist III	3,507	4,146	4,623	Y	-	9.6%	10.0%	11.5%	4,054	4,809	5,433		
Junction City	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Lafayette	Public Works Lead Worker	4,533	4,933	5,368	Y	(179)	13.3%	15.2%	17.1%	5,228	5,799	6,430		
Mt. Angel	Public Works Lead Worker	4,107	4,643	5,242	Y	(229)	9.9%	11.8%	15.2%	4,531	5,241	6,124		
Veneta	Utility Worker III	3,612	4,309	5,140	Y	(182)	9.2%	10.4%	14.0%	3,980	4,832	5,988		
	Average	3,940	4,507	5,093		(147)	10.5%	11.9%	14.5%	4,448	5,170	5,994		
	Median	3,860	4,476	5,191		(180)	9.8%	11.1%	14.6%	4,293	5,037	6,056		
Harrisburg	Public Works Utility III	\$ 3,598	\$ 4,128	\$ 4,734	Y	\$ -	10.0%	11.9%	13.9%	\$ 4,174	\$ 4,868	\$ 5,673		
		% Difference from Average	-8.7%	-8.4%	-7.1%				-4.8%	0.6%	-4.3%	-6.2%	-5.9%	-5.3%
		% Difference from Median	-6.8%	-7.8%	-8.8%				2.5%	7.4%	-5.2%	-2.8%	-3.4%	-6.3%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Utility Billing 2					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Aumsville	Utility Billing Clerk	\$ 2,337	\$ 2,667	\$ 3,043	Y	\$ -	9.6%	11.2%	15.4%	\$ 2,702	\$ 3,124	\$ 3,694		
Creswell	Utility Billing/ Court Clerk II	3,085	3,647	4,066	Y	-	9.6%	10.0%	11.5%	3,566	4,230	4,779		
Junction City	Administrative Aide/Utility Billing	2,942	3,121	3,311	Y	-	8.5%	9.6%	11.5%	3,367	3,608	3,892		
Lafayette	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a					
Mt. Angel	Accounting Clerk/Utility Clerk	3,135	3,545	4,002	Y	(229)	8.5%	10.4%	14.2%	3,359	3,896	4,583		
Veneta	Office Support Specialist III (UB)	3,349	3,997	4,767	Y	(182)	9.2%	10.4%	14.0%	3,677	4,469	5,540		
	Average	2,970	3,395	3,838		(82)	9.1%	10.3%	13.3%	3,334	3,866	4,497		
	Median	3,085	3,545	4,002		-	9.2%	10.4%	14.0%	3,367	3,896	4,583		
Harrisburg	Utility Billing II	\$ 3,113	\$ 3,573	\$ 4,098	Y	\$ -	10.0%	11.9%	13.9%	\$ 3,611	\$ 4,214	\$ 4,911		
		% Difference from Average	4.8%	5.2%	6.8%				10.2%	15.7%	3.8%	8.3%	9.0%	9.2%
		% Difference from Median	0.9%	0.8%	2.4%				8.3%	14.8%	-1.3%	7.2%	8.1%	7.2%

Note: n/a = no match. PTO = Paid Time Off Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

	General Fund Total	Street Fund Total	HART Fund Total	Library Fund Total	Parks Fund Total	Water Fund Total	Sewer Fund Total	Totals
Regular Wages	234,005.88	\$28,584.63	\$0.00	\$44,459.25	\$0.00	\$271,554.01	\$271,554.01	\$850,157.79
Admin Assistant	\$5,500.00		\$0.00					\$5,500.00
Judge Salary	\$4,800.00		\$0.00					\$4,800.00
Museum Salary	\$0.00							\$0.00
Overtime Wages	\$0.00	\$750.00			\$0.00	\$7,125.00	\$7,125.00	\$15,000.00
FICA	\$ 18,675.34	\$2,338.82	\$0.00	\$3,496.76	\$0.00	\$22,218.78	\$22,218.78	\$68,948.48
PERS	63,831.51	\$7,620.16	\$0.00	\$10,020.34	\$0.00	\$72,391.48	\$72,391.48	\$226,254.95
Health Insurance	85,500.00	\$11,742.00	\$0.00	\$0.00	\$0.00	\$111,549.00	\$111,549.00	\$320,340.00
Disability, Life & ADD	645.00	\$73.75	\$0.00	\$0.00	\$0.00	\$700.63	\$700.63	\$2,120.00
Comp & Longevity	4,316.25	\$261.91	\$0.00	\$1,250.00	\$0.00	\$2,488.17	\$2,488.17	\$10,804.50
SUTA	243.82	\$63.48	\$0.00	\$44.46	\$0.00	\$603.08	\$603.08	\$1,557.92
W/C Monthly	133.00	\$64.35	\$0.00	\$46.67	\$0.00	\$611.30	\$611.30	\$1,466.61
W/C Annually	\$3,000.00	\$2,000.00	\$0.00	\$325.00	\$0.00	\$7,000.00	\$7,000.00	\$19,325.00
Council	\$0.00							\$0.00
Meals	\$200.00	\$25.00			\$0.00	\$237.50	\$237.50	\$700.00
Cell Phones	\$300.00	\$105.00			\$0.00	\$997.50	\$997.50	\$2,400.00
Clothing						1,050.00	\$1,050.00	\$2,100.00
On Call						\$2,012.50	\$2,012.50	\$4,025.00
Seasonal						\$5,000.00	\$15,000.00	\$20,000.00
Secretary						\$0.00	\$0.00	\$0.00
Totals	\$421,150.80	\$53,629.10	\$0.00	\$59,642.48	\$0.00	\$505,538.94	\$515,538.94	\$1,555,500.25

CITY OF HARRISBURG

WAGE SCALE

2021/2022

#1 COLT ONLY

This shows 2.0% COLT								
	1	2	3	4	5	6	7	8
PUBLIC WORKS DIRECTOR	\$67,656.13	\$70,362.37	\$73,176.87	\$76,103.94	\$79,148.10	\$82,314.03	\$85,606.59	\$89,030.85
CITY RECORDER/COURT CLERK	\$46,558.92	\$48,421.29	\$50,358.13	\$52,372.46	\$54,467.36	\$56,646.05	\$58,911.89	\$61,268.37
FINANCE OFFICER/DEPUTY CR	\$61,260.59	\$63,711.02	\$67,952.30	\$68,909.83	\$71,666.23	\$74,532.88	\$77,514.20	\$80,614.76
PUBLIC WORKS FOREMAN	\$53,607.03	\$55,751.31	\$57,981.37	\$60,300.63	Cathy	Cathy (8/21)	\$67,830.00	\$70,543.20
UB SUPERBLDG PRMT/CODE ENF	\$42,439.36	\$44,207.67	\$45,975.97	\$47,815.01	\$49,727.61	\$51,716.71	\$53,785.39	\$56,936.80
UTILITY III	\$21.18	\$22.02	\$22.90	Unknown	\$24.77	\$25.76	\$26.79	\$27.86
UTILITY II	\$19.17	\$19.93	\$20.73	\$21.55	\$22.42	Unknown	\$24.25	\$25.21
UTILITY I	\$17.53	\$18.24	\$18.97	\$19.73	\$20.51	\$21.33	\$22.19	Steve, Sal, Phil
UTILITY BILLING II	\$18.32	Unknown	Ryan (7/20)	\$20.61	\$21.44	\$22.30	\$23.18	\$24.11
UTILITY BILLING I	\$15.83	\$16.47	\$17.13	\$17.81	Jamie	Jamie (11/21)	\$20.03	\$20.83
PLANNING CLERK	\$15.83	\$16.47	\$17.13	\$17.81	\$18.52	\$19.26	\$20.03	\$20.83
OFFICE ASSISTANT II	\$12.75	\$13.26	\$13.79	Unknown	\$14.91	\$15.50	\$16.13	\$16.79
OFFICE ASSISTANT I	\$12.75	\$13.16	\$13.59	\$14.04	\$14.50	\$14.98	\$15.48	\$16.00
LIBRARIAN	\$17.17	\$17.85	\$18.57	Unknown	\$20.08	\$20.88	\$21.72	\$22.57
				Amanda (7/21)				Cheryl

* Amended 07/01/2021

	General Fund Total	Street Fund Total	HART Fund Total	Library Fund Total	Parks Fund Total	Water Fund Total	Sewer Fund Total	Totals
Regular Wages	234,005.88	\$29,659.10	\$0.00	\$44,459.25	\$0.00	\$281,761.42	\$281,761.42	\$871,647.07
Admin Assistant/	\$5,500.00		\$0.00					\$5,500.00
Judge Salary	\$4,800.00		\$0.00					\$4,800.00
Museum Salary	\$0.00							\$0.00
Overtime Wages	\$0.00	\$750.00			\$0.00	\$7,125.00	\$7,125.00	\$15,000.00
FICA	\$ 18,675.34	\$2,421.54	\$0.00	\$3,496.76	\$0.00	\$23,004.66	\$23,004.66	\$70,602.97
PERS	63,831.51	\$7,905.05	\$0.00	\$10,020.34	\$0.00	\$75,097.93	\$75,097.93	\$231,952.75
Health Insurance	85,500.00	\$11,742.00	\$0.00	\$0.00	\$0.00	\$111,549.00	\$111,549.00	\$320,340.00
Disability, Life & ADD	645.00	\$73.75	\$0.00	\$0.00	\$0.00	\$700.63	\$700.63	\$2,120.00
Comp & Longevity	4,316.25	\$268.82	\$0.00	\$1,250.00	\$0.00	\$2,553.75	\$2,553.75	\$10,942.55
SUTA	243.82	\$64.56	\$0.00	\$44.46	\$0.00	\$613.29	\$613.29	\$1,579.41
W/C Monthly	133.00	\$64.35	\$0.00	\$46.67	\$0.00	\$611.30	\$611.30	\$1,466.61
W/C Annually	\$3,000.00	\$2,000.00	\$0.00	\$325.00	\$0.00	\$7,000.00	\$7,000.00	\$19,325.00
Council	\$0.00							\$0.00
Meals	\$200.00	\$25.00			\$0.00	\$237.50	\$237.50	\$700.00
Cell Phones	\$300.00	\$105.00			\$0.00	\$997.50	\$997.50	\$2,400.00
Clothing						1,050.00	\$1,050.00	\$2,100.00
On Call						\$2,012.50	\$2,012.50	\$4,025.00
Seasonal						\$5,000.00	\$15,000.00	\$20,000.00
Secretary						\$0.00	\$0.00	\$0.00

Totals	\$421,150.80	\$55,079.15	\$0.00	\$59,642.48	\$0.00	\$519,314.47	\$529,314.47	\$1,584,501.37
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CITY OF HARRISBURG

WAGE SCALE

2021/2022

#2 PW ONLY

This shows 2.0% COLI								
PUBLIC WORKS DIRECTOR	1	2	3	4	5	6	7	8
	\$69,144.57	\$71,910.34	\$74,786.76	\$77,778.23	\$80,889.36	\$84,124.94	\$87,489.94	90,989.53
CITY RECORDER/COURT CLERK	\$46,558.92	\$48,421.29	\$50,358.13	\$52,372.46	\$54,467.36	\$56,646.05	\$58,911.89	Chuck
FINANCE OFFICER/DEPUTY CR	\$61,260.59	\$63,711.02	\$67,952.30	\$68,909.83	\$71,666.23	\$74,532.88	\$77,514.20	\$80,614.76
PUBLIC WORKS FOREMAN	\$57,573.95	\$59,876.91	\$62,271.99	\$64,762.88	Cathy	Cathy (8/21)	\$72,849.42	\$75,763.40
UB SUPERBLDG PRMT/CODE ENF	\$42,439.36	\$44,207.67	\$45,975.97	\$47,815.01	\$49,727.61	\$51,716.71	\$53,785.39	\$55,936.80
UTILITY III	\$22.01	\$22.88	\$23.79	Unknown	\$25.73	\$26.77	\$27.84	\$28.95
UTILITY II	\$20.24	\$21.05	\$21.89	\$22.76	\$23.68	Unknown	\$25.61	\$26.62
UTILITY I	\$18.30	\$19.04	\$19.81	\$20.60	\$21.41	\$22.27	\$23.17	Steve, Sal, Phil
UTILITY BILLING II	\$18.32	Unknown	\$19.82	\$20.61	\$21.44	\$22.30	\$23.18	\$24.11
UTILITY BILLING I	\$15.83	\$16.47	\$17.13	\$17.81	Jamie	Jamie (11/21)	\$20.03	\$20.83
PLANNING CLERK	\$15.83	\$16.47	\$17.13	\$17.81	\$18.52	\$19.26	\$20.03	\$20.83
OFFICE ASSISTANT II	\$12.75	\$13.26	\$13.79	Unknown	\$14.91	\$15.50	\$16.13	\$16.79
OFFICE ASSISTANT I	\$12.75	\$13.16	\$13.59	\$14.04	\$14.50	\$14.98	\$15.48	\$16.00
LIBRARIAN	\$17.17	\$17.85	\$18.57	Unknown	\$20.08	\$20.88	\$21.72	\$22.57
				Amanda (7/21)				Cheryl

* Amended 07/01/2021

#3 ALL

	General Fund Total	Street Fund Total	HART Fund Total	Library Fund Total	Parks Fund Total	Water Fund Total	Sewer Fund Total	Totals
Regular Wages	238,092.06	\$29,659.10	\$0.00	\$44,459.25	\$0.00	\$281,761.42	\$281,761.42	\$875,733.25
Admin Assistant	\$5,500.00		\$0.00					\$5,500.00
Judge Salary	\$4,800.00		\$0.00					\$4,800.00
Museum Salary	\$0.00							\$0.00
Overtime Wages	\$0.00	\$750.00			\$0.00	\$7,125.00	\$7,125.00	\$15,000.00
FICA	\$ 18,993.97	\$2,421.54	\$0.00	\$3,496.76	\$0.00	\$23,004.66	\$23,004.66	\$70,921.59
PERS	64,904.00	\$7,905.05	\$0.00	\$10,020.34	\$0.00	\$75,097.93	\$75,097.93	\$233,025.24
Health Insurance	85,500.00	\$11,742.00	\$0.00	\$0.00	\$0.00	\$111,549.00	\$111,549.00	\$320,340.00
Disability, Life & ADD	645.00	\$73.75	\$0.00	\$0.00	\$0.00	\$700.63	\$700.63	\$2,120.00
Comp & Longevity	4,395.08	\$268.82	\$0.00	\$1,250.00	\$0.00	\$2,553.75	\$2,553.75	\$11,021.39
SUTA	247.99	\$64.56	\$0.00	\$44.46	\$0.00	\$613.29	\$613.29	\$1,583.58
W/C Monthly	133.00	\$64.35	\$0.00	\$46.67	\$0.00	\$611.30	\$611.30	\$1,466.61
W/C Annually	\$3,000.00	\$2,000.00	\$0.00	\$325.00	\$0.00	\$7,000.00	\$7,000.00	\$19,325.00
Council	\$0.00							\$0.00
Meals	\$200.00	\$25.00			\$0.00	\$237.50	\$237.50	\$700.00
Cell Phones	\$300.00	\$105.00			\$0.00	\$997.50	\$997.50	\$2,400.00
Clothing						1,050.00	\$1,050.00	\$2,100.00
On Call						\$2,012.50	\$2,012.50	\$4,025.00
Seasonal						\$5,000.00	\$15,000.00	\$20,000.00
Secretary						\$0.00	\$0.00	\$0.00

Totals	\$426,711.09	\$55,079.15	\$0.00	\$59,642.48	\$0.00	\$519,314.47	\$529,314.47	\$1,590,061.66
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CITY OF HARRISBURG

WAGE SCALE

2021/2022

#3 ALL

This shows 2.0% COLI								
	1	2	3	4	5	6	7	8
PUBLIC WORKS DIRECTOR	\$69,144.57	\$71,910.34	\$74,786.76	\$77,778.23	\$80,889.36	\$84,124.94	\$87,489.94	90,989.53
								Chuck
CITY RECORDER/COURT CLERK	\$46,558.92	\$48,421.29	\$50,358.13	\$52,372.46	\$54,467.36	\$56,646.05	\$58,911.89	\$61,268.37
							Lori	
FINANCE OFFICER/DEPUTY CR	\$64,217.37	\$66,893.09	\$69,680.31	\$72,583.65	\$75,607.97	\$78,632.19	\$81,777.48	\$85,048.57
					Cathy	Cathy (8/21)		
PUBLIC WORKS FOREMAN	\$57,573.95	\$59,876.91	\$62,271.99	\$64,762.88	\$67,353.39	\$70,047.52	\$72,849.42	\$75,763.40
								Rick
UB SUPERBLDG PRMT/CODE ENF	\$42,439.36	\$44,207.67	\$45,975.97	\$47,815.01	\$49,727.61	\$51,716.71	\$53,785.39	\$55,936.80
				Unknown				
UTILITY III	\$22.01	\$22.88	\$23.79	\$24.75	\$25.73	\$26.77	\$27.84	\$28.95
						Unknown		
UTILITY II	\$20.24	\$21.05	\$21.89	\$22.76	\$23.68	\$24.63	\$25.61	\$26.62
								Steve, Sal, Phil
UTILITY I	\$18.30	\$19.04	\$19.81	\$20.60	\$21.41	\$22.27	\$23.17	\$24.09
		Unknown	Ryan (7/20)					
UTILITY BILLING II	\$18.32	\$19.05	\$19.82	\$20.61	\$21.44	\$22.30	\$23.18	\$24.11
					Jamie	Jamie (11/21)		
UTILITY BILLING I	\$15.83	\$16.47	\$17.13	\$17.81	\$18.52	\$19.26	\$20.03	\$20.83
PLANNING CLERK	\$15.83	\$16.47	\$17.13	\$17.81	\$18.52	\$19.26	\$20.03	\$20.83
				Unknown				
OFFICE ASSISTANT II	\$12.75	\$13.26	\$13.79	\$14.34	\$14.91	\$15.50	\$16.13	\$16.79
OFFICE ASSISTANT I	\$12.75	\$13.16	\$13.59	\$14.04	\$14.50	\$14.98	\$15.48	\$16.00
				Unknown				
LIBRARIAN	\$17.17	\$17.85	\$18.57	\$19.31	\$20.08	\$20.88	\$21.72	\$22.57
				Amanda (7/21)				Cheryl

* Amended 07/01/2021