

Raw Data Report

<i>City Manager</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	City Manager	11,141.47	11,141.47	11,141.47	6%	0.00	11,809.96	11,809.96	11,809.96	Flat Rate	
The Dalles	14,480	City Manager	11,102.18	11,102.18	11,102.18	6%	-198.55	11,569.76	11,569.76	11,569.76	Flat Rate	
St. Helens	12,990	City Administrator	7,896.00	8,745.00	9,594.00	6%	-92.30	8,277.46	9,177.40	10,077.34	Bach + 5 years	
Cottage Grove	9,840	City Manager	9,595.00	9,595.00	9,595.00	6%	-103.12	10,067.58	10,067.58	10,067.58	Flat Rate	
Astoria	9,590	NR										
North Bend	9,730	City Administrator	7,501.83	8,501.13	9,500.42	6%	-186.89	7,765.05	8,824.30	9,883.55	Bach + 5 years	
Florence	8,565	City Manager	7,376.01	8,763.01	10,150.00	0%	0.00	7,376.01	8,763.01	10,150.00	Bach + 5 years	
Lincoln City	8,400	City Manager	9,583.33	9,583.33	9,583.33	6%	-164.40	9,993.93	9,993.93	9,993.93	Flat Rate	
		<i>Average</i>	9,170.83	9,633.02	10,095.20		-106.47	9,551.39	10,029.42	10,507.45	7	
		<i>Median</i>	9,583.33	9,583.33	9,595.00		-103.12	9,993.93	9,993.93	10,077.34	<i># of position matches</i>	
Newport	10,095	City Manager	9,775.00	9,775.00	9,775.00	0%	-164.16	9,610.84	9,610.84	9,610.84		
		<i>% difference from average</i>	6.18%	1.45%	-3.28%		35.15%	0.62%	-4.36%	-9.33%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	1.96%	1.96%	1.84%		37.18%	-3.99%	-3.99%	-4.85%	<i>NR: No Response Received</i>	

Raw Data Report

City Attorney												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	City Attorney	8,739.57	8,739.57	8,739.57	6%	-198.55	9,065.40	9,065.40	9,065.40		
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	City Attorney	8,786.27	8,786.27	8,786.27	6%	-164.40	9,149.05	9,149.05	9,149.05		
		Average	8,762.92	8,762.92	8,762.92		-181.48	9,107.22	9,107.22	9,107.22	2	
		Median	8,762.92	8,762.92	8,762.92		-181.48	9,107.22	9,107.22	9,107.22	# of position matches	
Newport	10,095	City Attorney	9,086.50	9,086.50	9,086.50	0%	-164.16	8,922.34	8,922.34	8,922.34		
		% difference from average	3.56%	3.56%	3.56%		-10.55%	-2.07%	-2.07%	-2.07%		NCC: No Comparable Class
		% difference from median	3.56%	3.56%	3.56%		-10.55%	-2.07%	-2.07%	-2.07%		NR: No Response Received

Raw Data Report

Human Resources Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Human Resources Manager/City Recorder	5,696.63	6,901.18	8,105.72	6%	0.00	6,038.43	7,315.25	8,592.06	Bach + 2 years, also performs all City Recorder funct	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	Human Resources Manager	3,791.57	4,515.25	5,238.92	0%	0.00	3,791.57	4,515.25	5,238.92	Bach + 3 years	
Lincoln City	8,400	Human Resources Director	5,460.00	6,214.87	6,969.73	6%	-164.40	5,623.20	6,423.36	7,223.52	Bach + 4 years	
		Average	4,982.73	5,877.10	6,771.46		-54.80	5,151.07	6,084.62	7,018.17	3	
		Median	5,460.00	6,214.87	6,969.73		0.00	5,623.20	6,423.36	7,223.52	# of position matches	
Newport	10,095	Human Resources Director	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84		
		% difference from average	-37.27%	-39.76%	-41.66%		66.62%	-48.62%	-50.58%	-52.05%	NCC: No Comparable Class	
		% difference from median	-50.41%	-47.80%	-45.81%		100.00%	-62.25%	-58.96%	-56.49%	NR: No Response Received	

Raw Data Report

City Recorder, Special Projects Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Human Resources Manager/City Recorder	5,696.63	6,901.18	8,105.72	6%	0.00	6,038.43	7,315.25	8,592.06	Bach + 2 years, also oversees all HR functions	
The Dalles	14,480	City Clerk/Administrative Assistant to the CM	6,286.24	7,008.77	7,731.29	6%	-198.55	6,464.86	7,230.74	7,996.62	HS + 5 years, non-supervisory, primarily clerical	
St. Helens	12,990	City Recorder	5,225.00	5,783.00	6,341.00	6%	-92.30	5,446.20	6,037.68	6,629.16	HS + 5 years	
Cottage Grove	9,840	Administrative Assistant/City Recorder	3,786.00	4,309.50	4,833.00	6%	-103.12	3,910.04	4,464.95	5,019.86	HS + 4 years, Non-supervisory, primarily clerical	
Astoria	9,590	NCC										
North Bend	9,730	City Recorder	3,863.60	4,396.60	4,929.60	6%	-186.89	3,908.53	4,473.51	5,038.49	MQs not indicated, primarily clerical	
Florence	8,565	City Recorder/Economic Development Coordinator	3,791.57	4,515.25	5,238.92	0%	0.00	3,791.57	4,515.25	5,238.92	Bach + 4 years, incl 2 years superv	
Lincoln City	8,400	City Recorder	4,392.27	5,001.53	5,610.80	6%	-164.40	4,491.40	5,137.23	5,783.05	Assoc + 4 years, primarily clerical	
		<i>Average</i>	4,720.19	5,416.55	6,112.90		-106.47	4,864.43	5,596.37	6,328.31	7	
		<i>Median</i>	4,392.27	5,001.53	5,610.80		-103.12	4,491.40	5,137.23	5,783.05	# of position matches	
Newport	10,095	City Recorder, Special Projects Director	4,413.00	5,112.00	5,811.00	0%	-164.16	4,248.84	4,947.84	5,646.84		
		<i>% difference from average</i>	-6.96%	-5.96%	-5.20%		35.15%	-14.49%	-13.11%	-12.07%	NCC: No Comparable Class	
		<i>% difference from median</i>	0.47%	2.16%	3.45%		37.18%	-5.71%	-3.83%	-2.41%	NR: No Response Received	

Raw Data Report

<i>Deputy City Recorder</i>											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Dallas	14,940	Executive Assistant	2,983.07	3,452.80	3,922.53	6%	0.00	3,162.05	3,659.97	4,157.89	HS+Add'l course work, + 5 years
The Dalles	14,480	NCC									
St. Helens	12,990	Administrative Assistant	3,532.00	3,910.00	4,288.00	6%	-92.30	3,651.62	4,052.30	4,452.98	HS + 3 years
Cottage Grove	9,840	NCC									
Astoria	9,590	NCC									
North Bend	9,730	City Recorder	3,863.58	4,396.58	4,929.58	6%	-186.89	3,908.51	4,473.49	5,038.47	MQs not indicated, primarily clerical
Florence	8,565	NCC									
Lincoln City	8,400	City Recorder	4,392.27	5,001.53	5,610.80	6%	-164.40	4,491.40	5,137.23	5,783.05	Assoc + 4 years, primarily clerical
		<i>Average</i>	3,692.73	4,190.23	4,687.73		-110.90	3,803.40	4,330.75	4,858.10	4
		<i>Median</i>	3,697.79	4,153.29	4,608.79		-128.35	3,780.06	4,262.89	4,745.72	# of position matches
Newport	10,095	Deputy City Recorder	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84	
		<i>% difference from average</i>	-1.73%	0.35%	1.93%		32.45%	-9.74%	-7.17%	-5.25%	NCC: No Comparable Class
		<i>% difference from median</i>	-1.87%	1.23%	3.58%		21.81%	-9.07%	-5.50%	-2.81%	NR: No Response Received

Raw Data Report

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

Raw Data Report

<i>Executive Assistant - City Attorney's Office</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Legal Secretary	3,002.35	3,347.43	3,692.51	6%	-198.55	2,983.94	3,349.73	3,715.51	HS+Add'l education	
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,002.35	3,347.43	3,692.51		-198.55	2,983.94	3,349.73	3,715.51	1	
		Median	3,002.35	3,347.43	3,692.51		-198.55	2,983.94	3,349.73	3,715.51	# of position matches	
Newport	10,095	Executive Assistant - City Attorney's Office	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	-0.51%	3.25%	6.11%		-20.95%	-5.71%	-1.63%	1.42%	NCC: No Comparable Class	
		% difference from median	-0.51%	3.25%	6.11%		-20.95%	-5.71%	-1.63%	1.42%	NR: No Response Received	

Raw Data Report

<i>Sr. Executive Assistant - City Manager's Office</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Executive Secretary	3,077.03	3,408.59	3,740.14	0%	-187.78	2,889.25	3,220.81	3,552.36	HS + 4 years	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Public Information Specialist/HR Administrator	3,541.20	4,031.73	4,522.27	6%	-164.40	3,589.27	4,109.24	4,629.20	Assoc + 3 years	
		Average	3,309.12	3,720.16	4,131.20		-176.09	3,239.26	3,665.02	4,090.78	2	
		Median	3,309.12	3,720.16	4,131.20		-176.09	3,239.26	3,665.02	4,090.78	# of position matches	
Newport	10,095	Sr. Executive Assistant - City Manager's	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average	-5.52%	-2.40%	-0.03%		-7.27%	-9.00%	-5.66%	-3.15%	NCC: No Comparable Class	
		% difference from median	-5.52%	-2.40%	-0.03%		-7.27%	-9.00%	-5.66%	-3.15%	NR: No Response Received	

Raw Data Report

IT Manager												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	Information Technology Manager	4,770.17	5,366.42	5,962.67	6%	-186.89	4,869.49	5,501.51	6,133.54	Bach	
Florence	8,565	NCC										
Lincoln City	8,400	IT Systems Administrator	5,087.33	5,790.20	6,493.07	6%	-164.40	5,228.17	5,973.21	6,718.25	Bach + 2 years	
		Average	4,928.75	5,578.31	6,227.87		-175.65	5,048.83	5,737.36	6,425.89	2	
		Median	4,928.75	5,578.31	6,227.87		-175.65	5,048.83	5,737.36	6,425.89	# of position matches	
Newport	10,095	IT Manager	4,413.00	5,112.00	5,811.00	0%	-164.16	4,248.84	4,947.84	5,646.84		
		% difference from average	-11.69%	-9.12%	-7.17%		-7.00%	-18.83%	-15.96%	-13.80%	NCC: No Comparable Class NR: No Response Received	
		% difference from median	-11.69%	-9.12%	-7.17%		-7.00%	-18.83%	-15.96%	-13.80%		

Raw Data Report

<i>Junior Systems Administrator</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Help Desk Support Technician	3,541.20	4,031.73	4,522.27	6%	-164.40	3,589.27	4,109.24	4,629.20	Assoc + 2 years	
		<i>Average</i>	3,541.20	4,031.73	4,522.27		-164.40	3,589.27	4,109.24	4,629.20	1	
		<i>Median</i>	3,541.20	4,031.73	4,522.27		-164.40	3,589.27	4,109.24	4,629.20	# of position matches	
Newport	10,095	Junior Systems Administrator	4,002.00	4,636.00	5,270.00	0%	-164.16	3,837.84	4,471.84	5,105.84		
		<i>% difference from average</i>	11.51%	13.03%	14.19%		-0.15%	6.48%	8.11%	9.34%	NCC: No Comparable Class	
		<i>% difference from median</i>	11.51%	13.03%	14.19%		-0.15%	6.48%	8.11%	9.34%	NR: No Response Received	

Raw Data Report

Senior Systems Administrator (IT)												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Senior Systems Administrator (IT)	4,203.00	4,868.50	5,534.00	0%	-164.16	4,038.84	4,704.34	5,369.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

Fire Chief												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Fire Chief	6,380.23	7,751.19	9,122.14	6%	0.00	6,763.04	8,216.26	9,669.47	Bach + 7 years, incl as Captain or higher	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Fire Chief	8,244.01	8,244.01	8,244.01	0%	-187.78	8,056.23	8,056.23	8,056.23	Flat Salary--- Assoc + 6 years	
North Bend	9,730	Fire Chief	5,888.17	6,697.63	7,507.08	6%	-186.89	6,054.57	6,912.59	7,770.62	Bach + 10 years, incl 5 years as officer	
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	6,837.47	7,564.27	8,291.08		-124.89	6,957.95	7,728.36	8,498.77	3	
		Median	6,380.23	7,751.19	8,244.01		-186.89	6,763.04	8,056.23	8,056.23	# of position matches	
Newport	10,095	Fire Chief	5,632.00	6,524.00	7,416.00	6%	-164.16	5,805.76	6,751.28	7,696.80		
		% difference from average	-21.40%	-15.95%	-11.80%		23.92%	-19.85%	-14.47%	-10.42%	NCC: No Comparable Class	
		% difference from median	-13.29%	-18.81%	-11.17%		-13.85%	-16.49%	-19.33%	-4.67%	NR: No Response Received	

Raw Data Report

<i>Assistant Fire Chief/Fire Marshal</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										Deputy Chief not a match
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	Assistant Fire Chief	5,300.50	6,027.67	6,754.83	6%	-186.89	5,431.64	6,202.44	6,973.23		Assoc + 5 years
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>	5,300.50	6,027.67	6,754.83		-186.89	5,431.64	6,202.44	6,973.23		1
		<i>Median</i>	5,300.50	6,027.67	6,754.83		-186.89	5,431.64	6,202.44	6,973.23		# of position matches
Newport	10,095	Assistant Fire Chief/Fire Marshal	4,865.00	5,635.50	6,406.00	6%	-164.16	4,992.74	5,809.47	6,626.20		
		<i>% difference from average</i>	-8.95%	-6.96%	-5.45%		-13.85%	-8.79%	-6.76%	-5.24%		NCC: No Comparable Class
		<i>% difference from median</i>	-8.95%	-6.96%	-5.45%		-13.85%	-8.79%	-6.76%	-5.24%		NR: No Response Received

Raw Data Report

Emergency Preparedness Coordinator												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Emergency Preparedness Coordinator	3,812.00	4,415.50	5,019.00	0%	-164.16	3,647.84	4,251.34	4,854.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

<i>Executive Assistant - Fire</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Executive Assistant - Fire	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

Police Chief												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments	
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Police Chief	6,380.23	7,751.19	9,122.14	6%	0.00	6,763.04	8,216.26	9,669.47	Bach + 10 years, incl 5 as LE Administrator	
The Dalles	14,480	Chief of Police	6,474.83	7,219.03	7,963.23	6%	-198.55	6,664.77	7,453.62	8,242.47	Bach + 10 years, incl 4 in LE Management	
St. Helens	12,990	Police Chief	7,005.00	7,759.50	8,514.00	6%	-92.30	7,333.00	8,132.77	8,932.54	Bach + 7 years, incl 3 yrs sergeant or higher	
Cottage Grove	9,840	Police Chief	6,052.00	6,888.00	7,724.00	6%	-103.12	6,312.00	7,198.16	8,084.32		
Astoria	9,590	Chief of Police	6,214.68	6,884.33	7,553.98	0%	-187.78	6,026.90	6,696.55	7,366.20		
North Bend	9,730	Police Chief	5,888.17	6,697.63	7,507.08	6%	-186.89	6,054.57	6,912.59	7,770.62	Bach + 10 years, incl 5 yrs supv @ lieut or higher	
Florence	8,565	Police Chief	6,484.87	7,722.60	8,960.33	0%	0.00	6,484.87	7,722.60	8,960.33	Bach + 6 years, incl 3 years admin/mang	
Lincoln City	8,400	Police Chief	6,636.93	7,555.60	8,474.27	6%	-164.40	6,870.75	7,844.54	8,818.32	Bach + 10 years, incl 3 years admin/manag	
			Average	6,392.09	7,309.73	8,227.38		-116.63	6,563.74	7,522.14	8,480.53	8
			Median	6,427.53	7,387.32	8,218.75		-133.76	6,574.82	7,588.11	8,530.40	# of position matches
Newport	10,095	Police Chief	5,914.00	6,850.50	7,787.00	6%	-164.16	6,104.68	7,097.37	8,090.06		
			% difference from average	-8.08%	-6.70%	-5.66%		28.95%	-7.52%	-5.98%	-4.83%	NCC: No Comparable Class
			% difference from median	-8.68%	-7.84%	-5.54%		18.52%	-7.70%	-6.91%	-5.44%	NR: No Response Received

Raw Data Report

Police Sergeant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Police Sergeant	4,739.73	5,834.76	6,929.78	6%	0.00	5,024.11	6,184.84	7,345.57	Intermediate Cert	
The Dalles	14,480	Police Sergeant	5,264.63	5,869.73	6,474.83	6%	-198.55	5,381.96	6,023.36	6,664.77	Assoc + 8 years	
St. Helens	12,990	Police Sergeant	6,552.00	6,552.00	6,552.00	6%	-92.30	6,852.82	6,852.82	6,852.82	HS + 5 years + Adv Cert	
Cottage Grove	9,840	Corporal	5,382.00	5,382.00	5,382.00	6%	-103.12	5,601.80	5,601.80	5,601.80	Represented--- Assoc + 4 years	
Astoria	9,590	Police Sergeant	4,867.52	5,392.01	5,916.50	0%	-187.78	4,679.74	5,204.23	5,728.72	HS + 5 years	
North Bend	9,730	Police Sergeant	4,447.73	5,079.53	5,711.33	6%	-186.89	4,527.71	5,197.42	5,867.12	Represented--- HS+some college, + 5 years	
Florence	8,565	Police Sergeant	4,608.68	5,488.31	6,367.94	0%	0.00	4,608.68	5,488.31	6,367.94	Bach + 6 years'	
Lincoln City	8,400	Police Sergeant	4,960.80	5,804.07	6,647.33	6%	-196.99	5,061.46	5,955.32	6,849.18	Represented--- HS + 5 years, incl 3 years w/ LCPD	
			Average	5,102.89	5,675.30	6,247.71		-120.70	5,217.28	5,813.51	6,409.74	8
			Median	4,914.16	5,646.19	6,421.39		-145.01	5,042.79	5,778.56	6,516.35	# of position matches
Newport	10,095	Police Sergeant	4,413.00	5,112.00	5,811.00	6%	-164.16	4,513.62	5,254.56	5,995.50		
			% difference from average	-15.63%	-11.02%	-7.52%		26.47%	-15.59%	-10.64%	-6.91%	NCC: No Comparable Class
			% difference from median	-11.36%	-10.45%	-10.50%		11.67%	-11.72%	-9.97%	-8.69%	NR: No Response Received

Raw Data Report

Police Lieutenant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Police Lieutenant	5,696.63	6,901.18	8,105.72	6%	0.00	6,038.43	7,315.25	8,592.06	Adv Cert + 7 years police exp, incl 1 as sergeant or s	
The Dalles	14,480	Police Captain	5,752.80	6,414.01	7,075.22	6%	-198.55	5,899.42	6,600.30	7,301.18	Assoc + 8 years, 2 years @ serg or higher	
St. Helens	12,990	Police Lieutenant	6,294.00	6,972.00	7,650.00	6%	-92.30	6,579.34	7,298.02	8,016.70	Assoc + 7 uears, incl 3 years superv	
Cottage Grove	9,840	Commander	5,245.00	5,969.50	6,694.00	6%	-103.12	5,456.58	6,224.55	6,992.52	Bach + 5 years	
Astoria	9,590	NCC										
North Bend	9,730	Police Captain	5,300.50	6,027.67	6,754.83	6%	-186.89	5,431.64	6,202.44	6,973.23	Assoc	
Florence	8,565	Police Lieutenant	5,335.12	6,353.40	7,371.68	0%	0.00	5,335.12	6,353.40	7,371.68	Bach + 6 years, incl 2 years supervisory	
Lincoln City	8,400	Police Lieutenant	5,888.13	6,702.80	7,517.47	6%	-164.40	6,077.02	6,940.57	7,804.11	Bach + 6 years	
		Average	5,644.60	6,477.22	7,309.85		-106.47	5,831.08	6,704.93	7,578.78	7	
		Median	5,696.63	6,414.01	7,371.68		-103.12	5,899.42	6,600.30	7,371.68	# of position matches	
Newport	10,095	Police Lieutenant	5,108.00	5,917.50	6,727.00	6%	-164.16	5,250.32	6,108.39	6,966.46		
		% difference from average	-10.51%	-9.46%	-8.66%		35.15%	-11.06%	-9.77%	-8.79%	NCC: No Comparable Class	
		% difference from median	-11.52%	-8.39%	-9.58%		37.18%	-12.36%	-8.05%	-5.82%	NR: No Response Received	

Raw Data Report

<i>Special Projects - Police</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Special Projects - Police	2,580.00	2,988.50	3,397.00	0%	-164.16	2,415.84	2,824.34	3,232.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

<i>Executive Assistant - Police</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Administrative Secretary - Police	3,002.35	3,347.43	3,692.51	6%	-198.55	2,983.94	3,349.73	3,715.51	Supervisory- HS + 2 years	
St. Helens	12,990	Police Support Specialist	3,126.00	3,558.00	3,990.00	6%	-92.30	3,221.26	3,679.18	4,137.10	HS + 2 years	
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	Administrative Assistant-Confidential, Police	2,970.79	3,537.81	4,104.83	0%	0.00	2,970.79	3,537.81	4,104.83	HS + 2 years	
Lincoln City	8,400	NCC										
		Average	3,033.05	3,481.08	3,929.11		-96.95	3,058.66	3,522.24	3,985.81	3	
		Median	3,002.35	3,537.81	3,990.00		-92.30	2,983.94	3,537.81	4,104.83	# of position matches	
Newport	10,095	Executive Assistant - Police	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	-1.54%	-0.61%	0.10%		40.94%	-8.35%	-6.87%	-5.76%	NCC: No Comparable Class	
		% difference from median	-0.51%	-2.25%	-1.45%		43.77%	-5.71%	-7.34%	-8.91%	NR: No Response Received	

Raw Data Report

Airport Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Airport Director	5,108.00	5,917.50	6,727.00	0%	-164.16	4,943.84	5,753.34	6,562.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

Senior Airport Specialist												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Senior Airport Specialist	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

<i>Airport Specialist</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>									0	
		<i>Median</i>									<i># of position matches</i>	
Newport	10,095	Airport Specialist	2,709.00	3,138.00	3,567.00	0%	-164.16	2,544.84	2,973.84	3,402.84		
		<i>% difference from average</i>									<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>									<i>NR: No Response Received</i>	

Raw Data Report

<i>Finance Director</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Finance Director	6,160.29	7,465.79	8,771.29	6%	0.00	6,529.91	7,913.74	9,297.57	Bach + 5 years, incl 2 yrs superv	
The Dalles	14,480	Finance Director	6,286.24	7,008.77	7,731.29	6%	-198.55	6,464.86	7,230.74	7,996.62	Bach + 4 years, incl 2 years superv	
St. Helens	12,990	Finance Director	6,801.00	7,532.50	8,264.00	6%	-92.30	7,116.76	7,892.15	8,667.54	Bach + 5 years	
Cottage Grove	9,840	Finance Director	5,772.00	6,569.50	7,367.00	6%	-103.12	6,015.20	6,860.55	7,705.90	Bach + 3 years	
Astoria	9,590	Director of Finance and Administrative Services	6,308.57	6,988.34	7,668.10	0%	-187.78	6,120.79	6,800.56	7,480.32	Also oversees HR functions--- Bach + 5 years, incl 1	
North Bend	9,730	Finance Director	5,300.50	6,027.67	6,754.83	6%	-186.89	5,431.64	6,202.44	6,973.23	Bach + 5 years, incl 2 yrs superv	
Florence	8,565	Finance Director	5,881.97	7,004.63	8,127.28	0%	0.00	5,881.97	7,004.63	8,127.28	Bach + 4 years, incl 2 years superv	
Lincoln City	8,400	Finance Director	6,321.47	7,195.07	8,068.67	6%	-164.40	6,536.35	7,462.37	8,388.39	Bach + 8 years, incl 2 years superv	
		<i>Average</i>	6,104.00	6,974.03	7,844.06		-116.63	6,262.19	7,170.90	8,079.61	8	
		<i>Median</i>	6,223.27	7,006.70	7,899.98		-133.76	6,292.83	7,117.68	8,061.95	<i># of position matches</i>	
Newport	10,095	Finance Director	5,914.00	6,850.50	7,787.00	0%	-164.16	5,749.84	6,686.34	7,622.84		
		<i>% difference from average</i>	-3.21%	-1.80%	-0.73%		28.95%	-8.91%	-7.25%	-5.99%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	-5.23%	-2.28%	-1.45%		18.52%	-9.44%	-6.45%	-5.76%	<i>NR: No Response Received</i>	

Raw Data Report

<i>Assistant Finance Director</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	Assistant Finance Director	3,981.15	4,741.01	5,500.86	0%	0.00	3,981.15	4,741.01	5,500.86	HS + 5 years, incl 2 years superv	
Lincoln City	8,400	Senior Accountant	4,182.53	4,760.60	5,338.67	6%	-164.40	4,269.09	4,881.84	5,494.59	Bach + 2 years	
		<i>Average</i>	4,081.84	4,750.80	5,419.76		-82.20	4,125.12	4,811.42	5,497.72	2	
		<i>Median</i>	4,081.84	4,750.80	5,419.76		-82.20	4,125.12	4,811.42	5,497.72	# of position matches	
Newport	10,095	Assistant Finance Director	4,413.00	5,112.00	5,811.00	0%	-164.16	4,248.84	4,947.84	5,646.84		
		<i>% difference from average</i>	7.50%	7.07%	6.73%		49.93%	2.91%	2.76%	2.64%	NCC: No Comparable Class	
		<i>% difference from median</i>	7.50%	7.07%	6.73%		49.93%	2.91%	2.76%	2.64%	NR: No Response Received	

Raw Data Report

Accounting Technician - Payroll												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Senior Accountant	4,085.47	4,729.40	5,373.33	6%	0.00	4,330.59	5,013.16	5,695.73	Assoc + 3 years	
The Dalles	14,480	NCC										
St. Helens	12,990	Accounting Technician	4,131.00	4,573.50	5,016.00	6%	-92.30	4,286.56	4,755.61	5,224.66	HS + 4 years	
Cottage Grove	9,840	Payroll/HR Specialist	3,042.00	3,462.00	3,882.00	6%	-103.12	3,121.40	3,566.60	4,011.80	HS+Add'l course work + 2 years, incl 1 year Payroll	
Astoria	9,590	NCC										
North Bend	9,730	Accounting Technician	2,816.67	3,194.54	3,572.42	6%	-186.89	2,798.78	3,199.32	3,599.87	HS + 2 years	
Florence	8,565	NCC										
Lincoln City	8,400	Payroll Administrator	3,541.20	4,031.73	4,522.27	6%	-164.40	3,589.27	4,109.24	4,629.20	Assoc + 2 years	
		Average	3,523.27	3,998.24	4,473.20		-109.34	3,625.32	4,128.79	4,632.25	5 # of position matches	
		Median	3,541.20	4,031.73	4,522.27		-103.12	3,589.27	4,109.24	4,629.20		
Newport	10,095	Accounting Technician - Payroll	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84		
		% difference from average	2.94%	4.92%	6.42%		33.39%	-4.60%	-2.18%	-0.36%	NCC: No Comparable Class NR: No Response Received	
		% difference from median	2.45%	4.12%	5.39%		37.18%	-3.56%	-1.69%	-0.29%		

Raw Data Report

Accounting Technician - Financial Billing												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Accounting Clerk III	2,870.40	3,322.80	3,775.20	6%	0.00	3,042.62	3,522.17	4,001.71	HS+Add'l course work, + 5 years	
The Dalles	14,480	Account Clerk I	2,815.82	3,089.03	3,362.23	6%	-198.55	2,786.22	3,075.82	3,365.41	HS + 1 year	
St. Helens	12,990	Utility Billing Technician	3,089.00	3,421.00	3,753.00	6%	-92.30	3,182.04	3,533.96	3,885.88	HS + 2 years	
Cottage Grove	9,840	Utilities Clerk	2,740.00	3,118.00	3,496.00	6%	-103.12	2,801.28	3,201.96	3,602.64	HS + 2 years	
Astoria	9,590	Accounting Clerk	2,903.50	4,716.36	6,529.22	0%	-123.63	2,779.87	4,592.73	6,405.59	HS + 2 years	
North Bend	9,730	NCC										
Florence	8,565	Utility/Billing Clerk	2,694.60	3,208.90	3,723.20	0%	0.00	2,694.60	3,208.90	3,723.20	HS + 1 year	
Lincoln City	8,400	Accounts Receivable Utility Billing Specialist	2,912.00	3,315.00	3,718.00	6%	-164.40	2,922.32	3,349.50	3,776.68	HS+add'l education + 2 years	
		Average	2,860.76	3,455.87	4,050.98		-97.43	2,886.99	3,497.86	4,108.73	7	
		Median	2,870.40	3,315.00	3,723.20		-103.12	2,801.28	3,349.50	3,776.68	# of position matches	
Newport	10,095	Accounting Technician - Financial Billing	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	4.23%	0.12%	-3.00%		40.65%	-2.27%	-6.13%	-9.02%	NCC: No Comparable Class	
		% difference from median	3.90%	4.19%	5.33%		37.18%	0.76%	-1.63%	-0.21%	NR: No Response Received	

Raw Data Report

Accounting Technician - Capital Projects & Grant Accounting												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Financial Reporting Manager	4,346.85	4,815.24	5,283.62	0%	-187.78	4,159.07	4,627.46	5,095.84	Bach + 3 years	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	4,346.85	4,815.24	5,283.62		-187.78	4,159.07	4,627.46	5,095.84	1	
		Median	4,346.85	4,815.24	5,283.62		-187.78	4,159.07	4,627.46	5,095.84	# of position matches	
Newport	10,095	Accounting Technician - Capital Projects	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average	-38.61%	-32.54%	-27.93%		-14.39%	-39.95%	-33.40%	-28.49%	NCC: No Comparable Class NR: No Response Received	
		% difference from median	-38.61%	-32.54%	-27.93%		-14.39%	-39.95%	-33.40%	-28.49%		

Raw Data Report

Accounting Technician - Accounts Payable & Treasury												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Accounts Payable Clerk	2,870.40	3,322.80	3,775.20	6%	0.00	3,042.62	3,522.17	4,001.71	HS + 2 years	
The Dalles	14,480	Account Clerk II	3,159.52	3,466.08	3,772.63	6%	-198.55	3,150.54	3,475.49	3,800.44	Assoc + 3 years	
St. Helens	12,990	NCC										
Cottage Grove	9,840	Accounting Technician	3,419.00	3,891.00	4,363.00	6%	-103.12	3,521.02	4,021.34	4,521.66	HS+Add'l coursework + 3 years	
Astoria	9,590	Accounting Clerk	2,903.50	4,716.36	6,529.22	0%	-123.63	2,779.87	4,592.73	6,405.59	HS + 2 years	
North Bend	9,730	Accounting Clerk/Receptionist	2,054.00	2,329.58	2,605.17	6%	-186.89	1,990.35	2,282.47	2,574.59	HS + 2 years	
Florence	8,565	Accounting Clerk I	2,566.28	3,056.10	3,545.91	0%	0.00	2,566.28	3,056.10	3,545.91	HS + 1 year	
Lincoln City	8,400	Senior Accounts Payable Clerk	3,059.33	3,482.27	3,905.20	6%	-164.40	3,078.49	3,526.80	3,975.11	HS+add'l education + 2 years	
		Average	2,861.72	3,466.31	4,070.90		-110.94	2,875.60	3,496.73	4,117.86	7	
		Median	2,903.50	3,466.08	3,775.20		-123.63	3,042.62	3,522.17	3,975.11	# of position matches	
Newport	10,095	Accounting Technician - Accounts Payab	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	4.19%	-0.18%	-3.51%		32.42%	-1.87%	-6.10%	-9.26%	NCC: No Comparable Class	
		% difference from median	2.80%	-0.18%	4.01%		24.69%	-7.79%	-6.87%	-5.47%	NR: No Response Received	

Raw Data Report

Accounting Technician - Cash/Customer Service/Court												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Account Clerk/Cashier	2,619.51	2,873.68	3,127.84	6%	-198.55	2,578.13	2,847.55	3,116.96	No Court Duties--- HS + 1 year	
St. Helens	12,990	NCC										
Cottage Grove	9,840	Finance Clerk	2,740.00	3,118.00	3,496.00	6%	-103.12	2,801.28	3,201.96	3,602.64	HS + 2 years	
Astoria	9,590	Accounting Support Clerk	2,629.43	2,912.76	3,196.08	0%	-123.63	2,505.80	2,789.13	3,072.45	HS + 2 years	
North Bend	9,730	NCC										
Florence	8,565	Finance Clerk	2,010.75	2,394.53	2,778.31	0%	0.00	2,010.75	2,394.53	2,778.31	No Court Duties--- HS + 1 year	
Lincoln City	8,400	Accounts Receivable Clerk I	2,641.60	3,006.47	3,371.33	6%	-164.40	2,635.70	3,022.45	3,409.21	No Court Duties--- HS + 1 year	
		Average	2,528.26	2,861.09	3,193.91		-117.94	2,506.33	2,851.12	3,195.91	5 # of position matches	
		Median	2,629.43	2,912.76	3,196.08		-123.63	2,578.13	2,847.55	3,116.96		
Newport	10,095	Accounting Technician - Cash/Customer	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84	NCC: No Comparable Class NR: No Response Received	
		% difference from average	15.36%	17.31%	18.79%		28.16%	11.21%	13.49%	15.20%		
		% difference from median	11.97%	15.82%	18.74%		24.69%	8.67%	13.60%	17.30%		

Raw Data Report

Library Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Library Manager	4,928.11	5,969.22	7,010.32	6%	0.00	5,223.80	6,327.37	7,430.94	Bach + 3 years, incl 2 yrs superv	
The Dalles	14,480	Library Director	6,286.24	7,008.77	7,731.29	6%	-198.55	6,464.86	7,230.74	7,996.62	Master's + 5 years	
St. Helens	12,990	Library Director	6,110.00	6,767.50	7,425.00	6%	-92.30	6,384.30	7,081.25	7,778.20	Masters + 2 years	
Cottage Grove	9,840	NCC										
Astoria	9,590	Library Director	5,055.30	5,600.03	6,144.75	0%	-187.78	4,867.52	5,412.25	5,956.97	Master's + 5 years	
North Bend	9,730	Director of Library Services	5,300.50	6,027.67	6,754.83	6%	-186.89	5,431.64	6,202.44	6,973.23	Masters + 5 years, incl 3 yrs superv	
Florence	8,565	NCC										
Lincoln City	8,400	Library Director	5,460.00	6,214.87	6,969.73	6%	-164.40	5,623.20	6,423.36	7,223.52	Master's + 8 years	
		Average	5,523.36	6,264.67	7,005.99		-138.32	5,665.89	6,446.23	7,226.58	6	
		Median	5,380.25	6,121.27	6,990.03		-175.65	5,527.42	6,375.36	7,327.23	# of position matches	
Newport	10,095	Library Director	5,108.00	5,917.50	6,727.00	0%	-164.16	4,943.84	5,753.34	6,562.84		
		% difference from average	-8.13%	-5.87%	-4.15%		15.74%	-14.60%	-12.04%	-10.11%	NCC: No Comparable Class	
		% difference from median	-5.33%	-3.44%	-3.91%		-7.00%	-11.80%	-10.81%	-11.65%	NR: No Response Received	

Raw Data Report

<i>Assistant Library Director</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Youth Services Librarian/Assistant Director	3,185.19	3,551.29	3,917.38	6%	-198.55	3,177.75	3,565.81	3,953.87	Bach + 2 years	
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,185.19	3,551.29	3,917.38		-198.55	3,177.75	3,565.81	3,953.87	1	
		Median	3,185.19	3,551.29	3,917.38		-198.55	3,177.75	3,565.81	3,953.87	# of position matches	
Newport	10,095	Assistant Library Director	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84		
		% difference from average	12.25%	15.55%	18.05%		-20.95%	8.31%	11.76%	14.34%	NCC: No Comparable Class	
		% difference from median	12.25%	15.55%	18.05%		-20.95%	8.31%	11.76%	14.34%	NR: No Response Received	

Raw Data Report

<i>Library Specialist I</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Library Worker I	2,097.33	2,427.53	2,757.73	6%	0.00	2,223.17	2,573.19	2,923.20	HS+Add'l course work	
The Dalles	14,480	Library Clerk I	2,619.51	2,873.68	3,127.84	6%	-198.55	2,578.13	2,847.55	3,116.96	HS	
St. Helens	12,990	Library Assistant	2,106.00	2,333.00	2,560.00	6%	-92.30	2,140.06	2,380.68	2,621.30	HS + 6 months	
Cottage Grove	9,840	NCC										
Astoria	9,590	Library Page II	1,666.40	1,845.96	2,025.52	0%	-123.63	1,542.77	1,722.33	1,901.89	1 year exp	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	2,122.31	2,370.04	2,617.77		-103.62	2,121.03	2,380.94	2,640.84	4	
		Median	2,101.67	2,380.27	2,658.87		-107.97	2,181.62	2,476.93	2,772.25	# of position matches	
Newport	10,095	Library Specialist I	2,580.00	2,988.50	3,397.00	0%	-164.16	2,415.84	2,824.34	3,232.84		
		% difference from average	17.74%	20.69%	22.94%		36.88%	12.20%	15.70%	18.31%	NCC: No Comparable Class	
		% difference from median	18.54%	20.35%	21.73%		34.23%	9.70%	12.30%	14.25%	NR: No Response Received	

Raw Data Report

<i>Library Specialist II</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Library Worker II	2,549.73	2,953.60	3,357.47	6%	0.00	2,702.72	3,130.82	3,558.91	Assoc	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Library Assistant	1,792.86	1,986.05	2,179.23	0%	-123.63	1,669.23	1,862.42	2,055.60	HS + 1 year	
North Bend	9,730	Public Service Assistant	2,282.83	2,590.50	2,898.17	6%	-186.89	2,232.91	2,559.04	2,885.17	Assoc + 2 years (or HS + 2 years)	
Florence	8,565	NCC										
Lincoln City	8,400	Library Assistant I	2,397.20	2,728.27	3,059.33	6%	-164.40	2,376.63	2,727.56	3,078.49	HS + 2 years	
		Average	2,255.66	2,564.60	2,873.55		-118.73	2,245.37	2,569.96	2,894.54	4	
		Median	2,340.02	2,659.38	2,978.75		-144.02	2,304.77	2,643.30	2,981.83	# of position matches	
Newport	10,095	Library Specialist II	0.00	0.00	0.00	0%	-164.16	0.00	0.00	0.00		
		% difference from average					27.67%				NCC: No Comparable Class	
		% difference from median					12.27%				NR: No Response Received	

Raw Data Report

Library Specialist III												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Library Clerk II	3,002.18	3,293.47	3,584.76	6%	-198.55	2,983.76	3,292.53	3,601.30	Bach (or HS) + 2 years	
St. Helens	12,990	Library Technician	2,930.00	3,244.50	3,559.00	6%	-92.30	3,013.50	3,346.87	3,680.24	Bach (Assoc + 1 year) or (Bach + 5 years, incl 2 year)	
Cottage Grove	9,840	Library Assistant - Children's Services	2,789.00	3,174.50	3,560.00	6%	-103.12	2,853.22	3,261.85	3,670.48	HS+ 3 years	
Astoria	9,590	Senior Library Assistant	2,380.73	2,637.26	2,893.79	0%	-123.63	2,257.10	2,513.63	2,770.16	Lead worker--- HS + 3 years	
North Bend	9,730	Children's Services Specialist	2,534.17	2,881.67	3,229.17	6%	-186.89	2,499.33	2,867.68	3,236.03	Assoc + 2 years (or HS + 2 years)	
Florence	8,565	NCC										
Lincoln City	8,400	Library Assistant III	2,641.60	3,006.47	3,371.33	6%	-164.40	2,635.70	3,022.45	3,409.21	Assoc + 3 years	
			Average	2,712.95	3,039.64	3,366.34		-144.82	2,707.10	3,050.83	3,394.57	6
			Median	2,715.30	3,090.48	3,465.17		-144.02	2,744.46	3,142.15	3,505.25	# of position matches
Newport	10,095	Library Specialist III	0.00	0.00	0.00	0%	-164.16	0.00	0.00	0.00		
			% difference from average				11.78%				NCC: No Comparable Class	
			% difference from median				12.27%				NR: No Response Received	

Raw Data Report

Librarian I												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	Librarian	3,850.00	4,381.50	4,913.00	6%	-103.12	3,977.88	4,541.27	5,104.66	Bach + 3 years	
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,850.00	4,381.50	4,913.00		-103.12	3,977.88	4,541.27	5,104.66	1	
		Median	3,850.00	4,381.50	4,913.00		-103.12	3,977.88	4,541.27	5,104.66	# of position matches	
Newport	10,095	Librarian I	2,844.00	3,295.00	3,746.00	0%	-164.16	2,679.84	3,130.84	3,581.84		
		% difference from average	-35.37%	-32.97%	-31.15%		37.18%	-48.44%	-45.05%	-42.52%	NCC: No Comparable Class	
		% difference from median	-35.37%	-32.97%	-31.15%		37.18%	-48.44%	-45.05%	-42.52%	NR: No Response Received	

Raw Data Report

Librarian II												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	Librarian I	3,809.00	4,155.00	4,501.00	6%	-92.30	3,945.24	4,312.00	4,678.76	Master's	
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	Reference Librarian	2,282.83	2,590.50	2,898.17	6%	-186.89	2,232.91	2,559.04	2,885.17	Master's + 2 years	
Florence	8,565	NCC										
Lincoln City	8,400	Reference Librarian	4,182.53	4,760.60	5,338.67	6%	-164.40	4,269.09	4,881.84	5,494.59	Master's + 1 year	
		Average	3,424.79	3,835.37	4,245.94		-147.86	3,482.41	3,917.63	4,352.84	3 # of position matches	
		Median	3,809.00	4,155.00	4,501.00		-164.40	3,945.24	4,312.00	4,678.76		
Newport	10,095	Librarian II	0.00	0.00	0.00	0%	-164.16	0.00	0.00	0.00	NCC: No Comparable Class NR: No Response Received	
		% difference from average					9.93%					
		% difference from median					-0.15%					

Raw Data Report

<i>Librarian III</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	Librarian - MLS	4,593.00	5,227.50	5,862.00	6%	-103.12	4,765.46	5,438.03	6,110.60	Master's + 3 years	
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	4,593.00	5,227.50	5,862.00		-103.12	4,765.46	5,438.03	6,110.60	1	
		Median	4,593.00	5,227.50	5,862.00		-103.12	4,765.46	5,438.03	6,110.60	# of position matches	
Newport	10,095	Librarian III	0.00	0.00	0.00	0%	-164.16	0.00	0.00	0.00		
		% difference from average					37.18%				NCC: No Comparable Class	
		% difference from median					37.18%				NR: No Response Received	

Raw Data Report

Supervising Librarian												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	Assistant Library Director	3,863.58	4,396.58	4,929.58	6%	-186.89	3,908.51	4,473.49	5,038.47	Master's + 3 years	
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,863.58	4,396.58	4,929.58		-186.89	3,908.51	4,473.49	5,038.47	1	
		Median	3,863.58	4,396.58	4,929.58		-186.89	3,908.51	4,473.49	5,038.47	# of position matches	
Newport	10,095	Supervising Librarian	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84		
		% difference from average	-6.43%	-4.56%	-3.13%		-13.85%	-12.77%	-10.71%	-9.16%	NCC: No Comparable Class	
		% difference from median	-6.43%	-4.56%	-3.13%		-13.85%	-12.77%	-10.71%	-9.16%	NR: No Response Received	

Raw Data Report

Director, Planning/Community Development												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Planning Director	6,286.24	7,008.77	7,731.29	6%	-198.55	6,464.86	7,230.74	7,996.62	Does not oversee Building Program---	Bach + 5 years
St. Helens	12,990	NCC										
Cottage Grove	9,840	Community Development Director	5,897.00	6,711.50	7,526.00	6%	-103.12	6,147.70	7,011.07	7,874.44	Bach + 5 years	
Astoria	9,590	Community Development Director	6,624.19	7,337.97	8,051.74	0%	-187.78	6,436.41	7,150.19	7,863.96	Bach + 5 years	
North Bend	9,730	NCC										
Florence	8,565	Planning Director	5,601.87	6,671.07	7,740.27	0%	0.00	5,601.87	6,671.07	7,740.27	Bach + 6 years	
Lincoln City	8,400	Planning and Community Development Director	6,321.47	7,195.07	8,068.67	6%	-164.40	6,536.35	7,462.37	8,388.39	Master's + 8 years	
		Average	6,146.15	6,984.87	7,823.59		-130.77	6,237.44	7,105.09	7,972.73		5
		Median	6,286.24	7,008.77	7,740.27		-164.40	6,436.41	7,150.19	7,874.44		# of position matches
Newport	10,095	Director, Planning/Community Developm	5,364.00	6,213.50	7,063.00	0%	-164.16	5,199.84	6,049.34	6,898.84		
		% difference from average	-14.58%	-12.41%	-10.77%		20.34%	-19.95%	-17.45%	-15.57%		NCC: No Comparable Class
		% difference from median	-17.19%	-12.80%	-9.59%		-0.15%	-23.78%	-18.20%	-14.14%		NR: No Response Received

Raw Data Report

Planner - Code Administrator												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	Planning Technician	2,937.00	3,342.50	3,748.00	6%	-103.12	3,010.10	3,439.93	3,869.76	Bach + 2 years	
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Planning Permit Technician	3,213.60	3,656.47	4,099.33	6%	-164.40	3,242.02	3,711.45	4,180.89	Bach + 1 year	
		Average	3,075.30	3,499.48	3,923.67		-133.76	3,126.06	3,575.69	4,025.33	2	
		Median	3,075.30	3,499.48	3,923.67		-133.76	3,126.06	3,575.69	4,025.33	# of position matches	
Newport	10,095	Planner - Code Administrator	3,812.00	4,415.50	5,019.00	0%	-164.16	3,647.84	4,251.34	4,854.84		
		% difference from average	19.33%	20.75%	21.82%		18.52%	14.30%	15.89%	17.09%	NCC: No Comparable Class	
		% difference from median	19.33%	20.75%	21.82%		18.52%	14.30%	15.89%	17.09%	NR: No Response Received	

Raw Data Report

Associate Planner												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Planner II	3,926.00	4,546.53	5,167.07	6%	0.00	4,161.56	4,819.33	5,477.09	Bach + 3 years	
The Dalles	14,480	Associate Planner	4,280.63	4,772.63	5,264.63	6%	-198.55	4,338.92	4,860.44	5,381.96	Bach	
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Project Manager/City Planner	4,346.85	4,815.24	5,283.62	0%	-187.78	4,159.07	4,627.46	5,095.84	Bach + 3 years	
North Bend	9,730	NCC										
Florence	8,565	Assistant Planner	3,439.06	4,095.46	4,751.85	0%	0.00	3,439.06	4,095.46	4,751.85	Bach + 1 year	
Lincoln City	8,400	Assistant Planner	3,213.60	3,656.47	4,099.33	6%	-164.40	3,242.02	3,711.45	4,180.89	Bach + 1 year	
		Average	3,841.23	4,377.26	4,913.30		-110.15	3,868.12	4,422.83	4,977.53	5 # of position matches	
		Median	3,926.00	4,546.53	5,167.07		-164.40	4,159.07	4,627.46	5,095.84		
Newport	10,095	Associate Planner	3,812.00	4,415.50	5,019.00	0%	-164.16	3,647.84	4,251.34	4,854.84		
		% difference from average	-0.77%	0.87%	2.11%		32.90%	-6.04%	-4.03%	-2.53%	NCC: No Comparable Class NR: No Response Received	
		% difference from median	-2.99%	-2.97%	-2.95%		-0.15%	-14.01%	-8.85%	-4.96%		

Raw Data Report

Senior Planner												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Senior Planner	4,962.42	5,532.79	6,103.15	6%	-198.55	5,061.62	5,666.20	6,270.79	Bach + 5 years	
St. Helens	12,990	City Planner	5,225.00	5,783.00	6,341.00	6%	-92.30	5,446.20	6,037.68	6,629.16	Bach + 2 years	
Cottage Grove	9,840	City Planner	4,161.00	4,736.00	5,311.00	6%	-103.12	4,307.54	4,917.04	5,526.54	Bach + 2 years	
Astoria	9,590	NCC										
North Bend	9,730	City Planner	4,770.17	5,426.21	6,082.25	6%	-186.89	4,869.49	5,564.89	6,260.30	Bach + 2 years	
Florence	8,565	NCC										
Lincoln City	8,400	Senior Planner/Planning Manager	4,612.40	5,250.27	5,888.13	6%	-164.40	4,724.74	5,400.88	6,077.02	Supervisory--- Bach + 3 years	
		Average	4,746.20	5,345.65	5,945.11		-149.05	4,881.92	5,517.34	6,152.76	5	
		Median	4,770.17	5,426.21	6,082.25		-164.40	4,869.49	5,564.89	6,260.30	# of position matches	
Newport	10,095	Senior Planner	4,413.00	5,112.00	5,811.00	0%	-164.16	4,248.84	4,947.84	5,646.84		
		% difference from average	-7.55%	-4.57%	-2.31%		9.20%	-14.90%	-11.51%	-8.96%	NCC: No Comparable Class	
		% difference from median	-8.09%	-6.15%	-4.67%		-0.15%	-14.61%	-12.47%	-10.86%	NR: No Response Received	

Raw Data Report

Building Official												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Building Official	4,739.73	5,740.61	6,741.49	6%	0.00	5,024.11	6,085.05	7,145.98	Supervisory--- Assoc + 4 years	
The Dalles	14,480	NCC										
St. Helens	12,990	Building Official	6,102.00	6,759.50	7,417.00	6%	-92.30	6,375.82	7,072.77	7,769.72	Assoc + 5 years	
Cottage Grove	9,840	NCC										
Astoria	9,590	Building Official/Code Enforcement Officer	4,806.78	5,324.73	5,842.67	0%	-187.78	4,619.00	5,136.95	5,654.89	Also performs development code enforcement--- As	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>	5,216.17	5,941.61	6,667.05		-93.36	5,339.64	6,098.25	6,856.86	3	
		<i>Median</i>	4,806.78	5,740.61	6,741.49		-92.30	5,024.11	6,085.05	7,145.98	# of position matches	
Newport	10,095	Building Official	5,108.00	5,917.50	6,727.00	0%	-164.16	4,943.84	5,753.34	6,562.84		
		<i>% difference from average</i>	-2.12%	-0.41%	0.89%		43.13%	-8.01%	-6.00%	-4.48%	NCC: No Comparable Class	
		<i>% difference from median</i>	5.90%	2.99%	-0.22%		43.77%	-1.62%	-5.77%	-8.89%	NR: No Response Received	

Raw Data Report

<i>Executive Assistant, Community Development</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Executive Assistant - Community Development/O	2,983.07	3,452.80	3,922.53	6%	0.00	3,162.05	3,659.97	4,157.89	Assoc + 3 years	
The Dalles	14,480	Planning Technician	3,280.74	3,657.82	4,034.90	6%	-198.55	3,279.03	3,678.74	4,078.44	No Building Program Functions--- HS + 5 years	
St. Helens	12,990	Building and Administration Secretary	3,259.00	3,611.00	3,963.00	6%	-92.30	3,362.24	3,735.36	4,108.48	HS + 2 years (2 yrs specialized software)	
Cottage Grove	9,840	Clerical Assistant - Community Development	2,740.00	3,118.00	3,496.00	6%	-103.12	2,801.28	3,201.96	3,602.64	HS + 3 years	
Astoria	9,590	Permit Technician	2,903.50	3,216.36	3,529.22	0%	-123.63	2,779.87	3,092.73	3,405.59	Serves as Back up for administrative functions---- HS	
North Bend	9,730	Planning Technician	2,816.67	3,194.54	3,572.42	6%	-186.89	2,798.78	3,199.32	3,599.87	Assoc + 2 years	
Florence	8,565	Planning Technician	3,119.33	3,714.70	4,310.07	0%	0.00	3,119.33	3,714.70	4,310.07	HS + 1 year	
Lincoln City	8,400	NCC										
		Average	3,014.61	3,423.60	3,832.59		-100.64	3,043.23	3,468.97	3,894.71	7	
		Median	2,983.07	3,452.80	3,922.53		-103.12	3,119.33	3,659.97	4,078.44	# of position matches	
Newport	10,095	Executive Assistant, Community Develop	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	-0.92%	1.05%	2.55%		38.69%	-7.81%	-5.25%	-3.34%	NCC: No Comparable Class	
		% difference from median	0.13%	0.21%	0.27%		37.18%	-10.50%	-11.05%	-8.21%	NR: No Response Received	

Raw Data Report

Director, Parks & Recreation												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Parks & Recreation Director	6,308.57	6,988.34	7,668.10	0%	-187.78	6,120.79	6,800.56	7,480.32	Bach + 5 years	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Parks and Recreation Director	5,732.13	6,526.00	7,319.87	6%	-164.40	5,911.66	6,753.16	7,594.66		
		Average	6,020.35	6,757.17	7,493.98		-176.09	6,016.23	6,776.86	7,537.49	2	
		Median	6,020.35	6,757.17	7,493.98		-176.09	6,016.23	6,776.86	7,537.49	# of position matches	
Newport	10,095	Director, Parks & Recreation	5,108.00	5,917.50	6,727.00	0%	-164.16	4,943.84	5,753.34	6,562.84		
		% difference from average	-17.86%	-14.19%	-11.40%		-7.27%	-21.69%	-17.79%	-14.85%	NCC: No Comparable Class	
		% difference from median	-17.86%	-14.19%	-11.40%		-7.27%	-21.69%	-17.79%	-14.85%	NR: No Response Received	

Raw Data Report

<i>Recreation Superintendent</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Recreation Program Supervisor	3,792.53	4,318.60	4,844.67	6%	-164.40	3,855.69	4,413.32	4,970.95	Bach + 4 years	
		<i>Average</i>	3,792.53	4,318.60	4,844.67		-164.40	3,855.69	4,413.32	4,970.95		1
		<i>Median</i>	3,792.53	4,318.60	4,844.67		-164.40	3,855.69	4,413.32	4,970.95		# of position matches
Newport	10,095	Recreation Superintendent	4,002.00	4,636.00	5,270.00	0%	-164.16	3,837.84	4,471.84	5,105.84		
		<i>% difference from average</i>	5.23%	6.85%	8.07%		-0.15%	-0.46%	1.31%	2.64%		NCC: No Comparable Class
		<i>% difference from median</i>	5.23%	6.85%	8.07%		-0.15%	-0.46%	1.31%	2.64%		NR: No Response Received

Raw Data Report

<i>Sports Programs Supervisor</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Sports Coordination Specialist	3,354.00	3,885.27	4,416.53	6%	0.00	3,555.24	4,118.38	4,681.53	Bach + 1 year	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,354.00	3,885.27	4,416.53		0.00	3,555.24	4,118.38	4,681.53	1	
		Median	3,354.00	3,885.27	4,416.53		0.00	3,555.24	4,118.38	4,681.53	# of position matches	
Newport	10,095	Sports Programs Supervisor	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average	-6.95%	-6.94%	-6.94%		100.00%	-19.63%	-18.73%	-18.05%	NCC: No Comparable Class	
		% difference from median	-6.95%	-6.94%	-6.94%		100.00%	-19.63%	-18.73%	-18.05%	NR: No Response Received	

Raw Data Report

60+ Center Supervisor												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	60+ Center Supervisor	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

<i>Aquatics Supervisor</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>					<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>	
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>PERS</i>	<i>EE Ins Cost</i>	<i>MIN</i>	<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Aquatic Program Manager	4,459.64	4,940.18	5,420.71	0%	-187.78	4,271.86	4,752.40	5,232.93	Assoc + 1 year	
North Bend	9,730	Aquatics Director	3,863.58	4,396.58	4,929.58	6%	-186.89	3,908.51	4,473.49	5,038.47		
Florence	8,565	NCC										
Lincoln City	8,400	Aquatics Supervisor	3,984.93	4,536.13	5,087.33	6%	-164.40	4,059.63	4,643.90	5,228.17	HS+Add'l ed + 3 years, incl 1 year lead/superv	
		<i>Average</i>	4,102.72	4,624.30	5,145.88		-179.69	4,080.00	4,623.26	5,166.52	3	
		<i>Median</i>	3,984.93	4,536.13	5,087.33		-186.89	4,059.63	4,643.90	5,228.17	# of position matches	
Newport	10,095	Aquatics Supervisor	3,630.00	4,205.00	4,780.00	0%	-164.16	3,465.84	4,040.84	4,615.84		
		<i>% difference from average</i>	-13.02%	-9.97%	-7.65%		-9.46%	-17.72%	-14.41%	-11.93%	NCC: No Comparable Class	
		<i>% difference from median</i>	-9.78%	-7.87%	-6.43%		-13.85%	-17.13%	-14.92%	-13.27%	NR: No Response Received	

Raw Data Report

<i>Assistant Aquatics Supervisor</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Aquatic Center Supervisor	4,739.73	5,740.61	6,741.49	6%	0.00	5,024.11	6,085.05	7,145.98	Bach + 2 years, incl 1 year lead/superv	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Aquatics Lead	3,059.33	3,482.27	3,905.20	6%	-164.40	3,078.49	3,526.80	3,975.11	HS+Add'l ed + 2 years	
		Average	3,899.53	4,611.44	5,323.35		-82.20	4,051.30	4,805.92	5,560.55	2	
		Median	3,899.53	4,611.44	5,323.35		-82.20	4,051.30	4,805.92	5,560.55	# of position matches	
Newport	10,095	Assistant Aquatics Supervisor	2,987.00	3,460.00	3,933.00	0%	-164.16	2,822.84	3,295.84	3,768.84		
		% difference from average	-30.55%	-33.28%	-35.35%		49.93%	-43.52%	-45.82%	-47.54%	NCC: No Comparable Class	
		% difference from median	-30.55%	-33.28%	-35.35%		49.93%	-43.52%	-45.82%	-47.54%	NR: No Response Received	

Raw Data Report

<i>Recreation Leader</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Parks and Recreation Leader - Recreation	1,603.33	2,535.00	3,466.67	0%	-123.63	1,479.70	2,411.37	3,343.04		
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Recreation Leader II	2,282.80	2,597.40	2,912.00	6%	-164.40	2,255.37	2,588.84	2,922.32	HS+Add'l edu + 2 years	
		<i>Average</i>	1,943.07	2,566.20	3,189.33		-144.02	1,867.54	2,500.11	3,132.68		2
		<i>Median</i>	1,943.07	2,566.20	3,189.33		-144.02	1,867.54	2,500.11	3,132.68		# of position matches
Newport	10,095	Recreation Leader	1,814.80	2,102.53	2,390.27	0%	-164.16	1,650.64	1,938.37	2,226.11		
		<i>% difference from average</i>	-7.07%	-22.05%	-33.43%		12.27%	-13.14%	-28.98%	-40.72%		NCC: No Comparable Class
		<i>% difference from median</i>	-7.07%	-22.05%	-33.43%		12.27%	-13.14%	-28.98%	-40.72%		NR: No Response Received

Raw Data Report

Lead Recreation Leader												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Recreation Leader III	2,518.53	2,866.07	3,213.60	6%	-164.40	2,505.25	2,873.63	3,242.02	HS+Add'l edu + 3 years	
		Average	2,518.53	2,866.07	3,213.60		-164.40	2,505.25	2,873.63	3,242.02	1	
		Median	2,518.53	2,866.07	3,213.60		-164.40	2,505.25	2,873.63	3,242.02	# of position matches	
Newport	10,095	Lead Recreation Leader	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		% difference from average	-32.21%	-29.84%	-28.04%		-0.15%	-43.92%	-40.64%	-38.21%	NCC: No Comparable Class	
		% difference from median	-32.21%	-29.84%	-28.04%		-0.15%	-43.92%	-40.64%	-38.21%	NR: No Response Received	

Raw Data Report

Building Attendant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Custodian	2,272.40	2,628.60	2,984.80	6%	0.00	2,408.74	2,786.32	3,163.89	Any	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	2,272.40	2,628.60	2,984.80		0.00	2,408.74	2,786.32	3,163.89	1	
		Median	2,272.40	2,628.60	2,984.80		0.00	2,408.74	2,786.32	3,163.89	# of position matches	
Newport	10,095	Building Attendant	1,814.80	2,102.53	2,390.27	0%	-164.16	1,650.64	1,938.37	2,226.11		
		% difference from average	-25.21%	-25.02%	-24.87%		100.00%	-45.93%	-43.75%	-42.13%	NCC: No Comparable Class	
		% difference from median	-25.21%	-25.02%	-24.87%		100.00%	-45.93%	-43.75%	-42.13%	NR: No Response Received	

Raw Data Report

Lead Building Attendant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Facilities Coordinator	3,542.64	3,924.37	4,306.10	0%	-123.63	3,419.01	3,800.74	4,182.47	Some college + 2 years	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	3,542.64	3,924.37	4,306.10		-123.63	3,419.01	3,800.74	4,182.47	1	
		Median	3,542.64	3,924.37	4,306.10		-123.63	3,419.01	3,800.74	4,182.47	# of position matches	
Newport	10,095	Lead Building Attendant	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		% difference from average	-85.97%	-77.78%	-71.57%		24.69%	-96.41%	-86.02%	-78.30%	NCC: No Comparable Class	
		% difference from median	-85.97%	-77.78%	-71.57%		24.69%	-96.41%	-86.02%	-78.30%	NR: No Response Received	

Raw Data Report

Control Desk												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Cashier - Aquatics Center	1,585.94	1,756.83	1,927.72	0%	-123.63	1,462.31	1,633.20	1,804.09		
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Counter Clerk	2,641.60	3,006.47	3,371.33	6%	-164.40	2,635.70	3,022.45	3,409.21	HS + 1 year	
		Average	2,113.77	2,381.65	2,649.53		-144.02	2,049.00	2,327.83	2,606.65	2	
		Median	2,113.77	2,381.65	2,649.53		-144.02	2,049.00	2,327.83	2,606.65	# of position matches	
Newport	10,095	Control Desk	1,728.13	2,002.00	2,275.87	0%	-164.16	1,563.97	1,837.84	2,111.71		
		% difference from average	-22.32%	-18.96%	-16.42%		12.27%	-31.01%	-26.66%	-23.44%	NCC: No Comparable Class	
		% difference from median	-22.32%	-18.96%	-16.42%		12.27%	-31.01%	-26.66%	-23.44%	NR: No Response Received	

Raw Data Report

Lead Control Desk												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Head Cashier	1,666.40	1,845.96	2,025.52	0%	-123.63	1,542.77	1,722.33	1,901.89		
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	1,666.40	1,845.96	2,025.52		-123.63	1,542.77	1,722.33	1,901.89	1	
		Median	1,666.40	1,845.96	2,025.52		-123.63	1,542.77	1,722.33	1,901.89	# of position matches	
Newport	10,095	Lead Control Desk	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		% difference from average	12.52%	16.37%	19.30%		24.69%	11.37%	15.71%	18.92%	NCC: No Comparable Class	
		% difference from median	12.52%	16.37%	19.30%		24.69%	11.37%	15.71%	18.92%	NR: No Response Received	

Raw Data Report

<i>Financial/Administrative Specialist</i>												
<i>Organization</i>	<i>population</i>	<i>Title</i>	<i>MONTHLY SALARY (PER 1.0 FTE)</i>				<i>PERS</i>	<i>EE Ins Cost</i>	<i>ADJUSTED COMPENSATION</i>			<i>Comments</i>
			<i>MIN</i>	<i>MID</i>	<i>MAX</i>	<i>MIN</i>			<i>MID</i>	<i>MAX</i>		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>										
		<i>Median</i>									0	
Newport	10,095	Financial/Administrative Specialist	2,709.00	3,138.00	3,567.00	0%	-164.16	2,544.84	2,973.84	3,402.84	<i># of position matches</i>	
		<i>% difference from average</i>									<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>									<i>NR: No Response Received</i>	

Raw Data Report

<i>Lead Fitness Instructor</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Member Services Specialist	3,059.33	3,482.27	3,905.20	6%	-164.40	3,078.49	3,526.80	3,975.11	Also water fitness--- HS + 1 year	
		<i>Average</i>	3,059.33	3,482.27	3,905.20		-164.40	3,078.49	3,526.80	3,975.11	1	
		<i>Median</i>	3,059.33	3,482.27	3,905.20		-164.40	3,078.49	3,526.80	3,975.11	# of position matches	
Newport	10,095	Lead Fitness Instructor	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		<i>% difference from average</i>	-60.60%	-57.75%	-55.59%		-0.15%	-76.85%	-72.61%	-69.46%	NCC: No Comparable Class	
		<i>% difference from median</i>	-60.60%	-57.75%	-55.59%		-0.15%	-76.85%	-72.61%	-69.46%	NR: No Response Received	

Raw Data Report

60+ Center Office Clerk												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	Office Assistant	1,937.87	2,243.80	2,549.73	6%	0.00	2,054.14	2,378.43	2,702.72	HS	
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>	1,937.87	2,243.80	2,549.73		0.00	2,054.14	2,378.43	2,702.72	1	
		<i>Median</i>	1,937.87	2,243.80	2,549.73		0.00	2,054.14	2,378.43	2,702.72	# of position matches	
Newport	10,095	60+ Center Office Clerk	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		<i>% difference from average</i>	-1.73%	-1.65%	-1.59%		100.00%	-18.00%	-16.40%	-15.22%	NCC: No Comparable Class	
		<i>% difference from median</i>	-1.73%	-1.65%	-1.59%		100.00%	-18.00%	-16.40%	-15.22%	NR: No Response Received	

Raw Data Report

<i>Lifeguard</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Lifeguard	1,577.33	1,872.00	2,166.67	0%	-123.63	1,453.70	1,748.37	2,043.04	No JD	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	1,577.33	1,872.00	2,166.67		-123.63	1,453.70	1,748.37	2,043.04	1	
		Median	1,577.33	1,872.00	2,166.67		-123.63	1,453.70	1,748.37	2,043.04	# of position matches	
Newport	10,095	Lifeguard	1,728.13	2,002.00	2,275.87	0%	-164.16	1,563.97	1,837.84	2,111.71		
		% difference from average	8.73%	6.49%	4.80%		24.69%	7.05%	4.87%	3.25%	NCC: No Comparable Class	
		% difference from median	8.73%	6.49%	4.80%		24.69%	7.05%	4.87%	3.25%	NR: No Response Received	

Raw Data Report

Instructor												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Swim Instructor	1,577.33	1,872.00	2,166.67	0%	-123.63	1,453.70	1,748.37	2,043.04		
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average	1,577.33	1,872.00	2,166.67		-123.63	1,453.70	1,748.37	2,043.04	1	
		Median	1,577.33	1,872.00	2,166.67		-123.63	1,453.70	1,748.37	2,043.04	# of position matches	
Newport	10,095	Instructor	1,728.13	2,002.00	2,275.87	0%	-164.16	1,563.97	1,837.84	2,111.71		
		% difference from average	8.73%	6.49%	4.80%		24.69%	7.05%	4.87%	3.25%	NCC: No Comparable Class	
		% difference from median	8.73%	6.49%	4.80%		24.69%	7.05%	4.87%	3.25%	NR: No Response Received	

Raw Data Report

Lead Lifeguard												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	Lead Guard	2,210.00	2,513.33	2,816.67	0%	-123.63	2,086.37	2,389.70	2,693.04		
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Lifeguard	1,776.67	2,034.07	2,291.47	6%	-164.40	1,718.87	1,991.71	2,264.55		
		Average	1,993.33	2,273.70	2,554.07		-144.02	1,902.62	2,190.71	2,478.80	2	
		Median	1,993.33	2,273.70	2,554.07		-144.02	1,902.62	2,190.71	2,478.80	# of position matches	
Newport	10,095	Lead Lifeguard	1,904.93	2,207.40	2,509.87	0%	-164.16	1,740.77	2,043.24	2,345.71		
		% difference from average	-4.64%	-3.00%	-1.76%		12.27%	-9.30%	-7.22%	-5.67%	NCC: No Comparable Class NR: No Response Received	
		% difference from median	-4.64%	-3.00%	-1.76%		12.27%	-9.30%	-7.22%	-5.67%		

Raw Data Report

Recreation Leader - Sports												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average									0	
		Median									# of position matches	
Newport	10,095	Recreation Leader - Sports	2,000.27	2,317.47	2,634.67	0%	-164.16	1,836.11	2,153.31	2,470.51		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

Recreation Program Specialist												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average										0
		Median										# of position matches
Newport	10,095	Recreation Program Specialist	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average										NCC: No Comparable Class
		% difference from median										NR: No Response Received

Raw Data Report

Director, Public Works												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Engineering and Environmental Services Director	6,160.29	7,465.79	8,771.29	6%	0.00	6,529.91	7,913.74	9,297.57	Bach, PE, + 6 years, incl 2 utilities	
The Dalles	14,480	Public Works Director	6,474.83	7,219.03	7,963.23	6%	-198.55	6,664.77	7,453.62	8,242.47	PE Not Required--- Bach + 10 years, incl 4 years as	
St. Helens	12,990	Public Works Engineering/Operations Director	6,164.00	6,828.00	7,492.00	6%	-92.30	6,441.54	7,145.38	7,849.22	Bach, PE, + 6 years, incl 3 yrs superv	
Cottage Grove	9,840	Public Works Director	6,052.00	6,888.00	7,724.00	6%	-103.12	6,312.00	7,198.16	8,084.32	Bach+PE + 8 years	
Astoria	9,590	Public Works Director	6,308.57	6,988.34	7,668.10	0%	-187.78	6,120.79	6,800.56	7,480.32	PE Not Required--- Bach + 5 years	
North Bend	9,730	Public Works Director	5,300.50	6,027.67	6,754.83	6%	-186.89	5,431.64	6,202.44	6,973.23	PE Preferred, Also serves as Building Official--- 6 year	
Florence	8,565	Public Works Director	6,484.87	7,722.60	8,960.33	0%	0.00	6,484.87	7,722.60	8,960.33	PE Preferred--- Bach + 6 years	
Lincoln City	8,400	Public Works Director	6,636.93	7,555.60	8,474.27	6%	-164.40	6,870.75	7,844.54	8,818.32	PE Not Required--- Bach + 8 years, incl 2 years leade	
		Average	6,197.75	7,086.88	7,976.01		-116.63	6,357.03	7,285.13	8,213.22	8	
		Median	6,236.29	7,103.68	7,843.62		-133.76	6,463.21	7,325.89	8,163.40	# of position matches	
Newport	10,095	Director, Public Works	5,914.00	6,850.50	7,787.00	0%	-164.16	5,749.84	6,686.34	7,622.84		
		% difference from average	-4.80%	-3.45%	-2.43%		28.95%	-10.56%	-8.96%	-7.74%	NCC: No Comparable Class	
		% difference from median	-5.45%	-3.70%	-0.73%		18.52%	-12.41%	-9.57%	-7.09%	NR: No Response Received	

Raw Data Report

<i>Public Works Operations Superintendent</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Public Works Division Manager (Distribution or Co	4,962.42	5,532.79	6,103.15	6%	-198.55	5,061.62	5,666.20	6,270.79	Bach + 6 years, incl 3 years superv	
St. Helens	12,990	Public Works Supervisor	4,706.00	5,182.50	5,659.00	6%	-92.30	4,896.06	5,401.15	5,906.24	HS + 7 years	
Cottage Grove	9,840	Utility Maintenance Supervisor	4,655.00	5,298.50	5,942.00	6%	-103.12	4,831.18	5,513.29	6,195.40	HS + 5 years, incl 2 years superv	
Astoria	9,590	Public Works Superintendent	4,806.78	5,324.73	5,842.67	0%	-187.78	4,619.00	5,136.95	5,654.89	7 years exp	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		<i>Average</i>	4,782.55	5,334.63	5,886.71		-145.44	4,851.96	5,429.40	6,006.83	4	
		<i>Median</i>	4,756.39	5,311.61	5,892.34		-145.45	4,863.62	5,457.22	6,050.82	# of position matches	
Newport	10,095	Public Works Operations Superintendent	4,865.00	5,635.50	6,406.00	0%	-164.16	4,700.84	5,471.34	6,241.84		
		<i>% difference from average</i>	1.69%	5.34%	8.11%		11.41%	-3.21%	0.77%	3.77%	NCC: No Comparable Class	
		<i>% difference from median</i>	2.23%	5.75%	8.02%		11.40%	-3.46%	0.26%	3.06%	NR: No Response Received	

Raw Data Report

Public Works Operations Office Assistant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Department Secretary, Public Works	2,815.82	3,089.03	3,362.23	6%	-198.55	2,786.22	3,075.82	3,365.41	Grease Trap/Backflow Duties not listed	
St. Helens	12,990	Public Works Office Assistant	3,259.00	3,611.00	3,963.00	6%	-92.30	3,362.24	3,735.36	4,108.48	Grease Trap/Backflow Duties not listed--- HS + 2 year	
Cottage Grove	9,840	NCC										
Astoria	9,590	Administrative Assistant	2,932.59	4,748.59	6,564.59	0%	-187.78	2,744.81	4,560.81	6,376.81	Grease Trap/Backflow Duties not listed--- HS + 3 year	
North Bend	9,730	NCC										
Florence	8,565	Executive Assistant to the Public Works Director	2,694.60	3,208.90	3,723.20	0%	0.00	2,694.60	3,208.90	3,723.20	Grease Trap/Backflow Duties not listed--- HS + 4 year	
Lincoln City	8,400	Public Works Administrative Technician	3,059.33	3,482.27	3,905.20	6%	-164.40	3,078.49	3,526.80	3,975.11	Grease Trap/Backflow Duties not listed--- HS+Add'l E	
		Average	2,952.27	3,627.96	4,303.64		-128.61	2,933.27	3,621.54	4,309.80	5	
		Median	2,932.59	3,482.27	3,905.20		-164.40	2,786.22	3,526.80	3,975.11	# of position matches	
Newport	10,095	Public Works Operations Office Assistan	2,844.00	3,295.00	3,746.00	0%	-164.16	2,679.84	3,130.84	3,581.84		
		% difference from average	-3.81%	-10.10%	-14.89%		21.66%	-9.46%	-15.67%	-20.32%	NCC: No Comparable Class	
		% difference from median	-3.11%	-5.68%	-4.25%		-0.15%	-3.97%	-12.65%	-10.98%	NR: No Response Received	

Raw Data Report