

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 03/01/2025**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	30	Accounting Manager	020096	80.00	49.405831	58.051985	66.698143
					3,952.47	4,644.16	5,335.85
					8,563.68	10,062.34	11,561.01
					102,764.13	120,748.13	138,732.14
NRP	25	Accounting Supervisor	020660	80.00	38.710776	45.485184	52.259759
					3,096.86	3,638.81	4,180.78
					6,709.87	7,884.10	9,058.36
					80,518.41	94,609.18	108,700.30
NRP	33	Administrative Serv Mgr, Sr	020705	80.00	57.193219	67.202100	77.211151
					4,575.46	5,376.17	6,176.89
					9,913.49	11,648.36	13,383.27
					118,961.90	139,780.37	160,599.19
NRP	29	Administrative Services Mgr	020704	75.00	47.053231	55.287681	63.521781
					3,528.99	4,146.58	4,764.13
					7,646.15	8,984.25	10,322.29
					91,753.80	107,810.98	123,867.47
		Administrative Services Mgr	020704	80.00	47.053231	55.287681	63.521781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	27	Administrative Services Supv	020092	80.00	42.678165	50.147320	57.616303
					3,414.25	4,011.79	4,609.30
					7,397.55	8,692.20	9,986.83
					88,770.58	104,306.43	119,841.91
NRP	27	Administrative Services Supv	C20092	80.00	42.678165	50.147320	57.616303
					3,414.25	4,011.79	4,609.30
					7,397.55	8,692.20	9,986.83
					88,770.58	104,306.43	119,841.91
NRP	19Y	Administrative Specialist 2	020622	80.00	29.991434	34.494294	38.997155
					2,399.31	2,759.54	3,119.77
					5,198.52	5,979.01	6,759.51
					62,382.18	71,748.13	81,114.08
NRP	30	Animal Services Manager	020177	80.00	49.405831	58.051985	66.698143
					3,952.47	4,644.16	5,335.85
					8,563.68	10,062.34	11,561.01
					102,764.13	120,748.13	138,732.14
NRP	24	Animal Shelter Supervisor	020180	80.00	36.867556	43.319351	49.771151
					2,949.40	3,465.55	3,981.69
					6,390.38	7,508.69	8,627.00
					76,684.52	90,104.25	103,523.99
NRP	30	Appraisal Manager	020335	75.00	49.405831	58.051985	66.698143
					3,705.44	4,353.90	5,002.36
					8,028.45	9,433.45	10,838.45
					96,341.37	113,201.37	130,061.38
NRP	26	Appraisal Supervisor	020333	75.00	40.646072	47.759361	54.872828
					3,048.46	3,581.95	4,115.46
					6,604.99	7,760.90	8,916.83
					79,259.84	93,130.75	107,002.01

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**AS OF 03/01/2025**

<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	26	Assessment & Taxation Supv	020077	75.00	40.646072 3,048.46 6,604.99 79,259.84	47.759361 3,581.95 7,760.90 93,130.75	54.872828 4,115.46 8,916.83 107,002.01
NRP	36	Assist Dir, Dept Trans & Dev	020357	80.00	66.208541 5,296.68 11,476.15 137,713.77	77.795103 6,223.61 13,484.48 161,813.81	89.381655 7,150.53 15,492.82 185,913.84
NRP	36	Assist Dir, Water Environ Ser	020854	80.00	66.208541 5,296.68 11,476.15 137,713.77	77.795103 6,223.61 13,484.48 161,813.81	89.381655 7,150.53 15,492.82 185,913.84
NRP	34	Assist Juvenile Dept Director	020204	80.00	60.053276 4,804.26 10,409.23 124,910.81	70.562429 5,644.99 12,230.82 146,769.85	81.071589 6,485.73 14,052.41 168,628.91
NRP	34	Assistant Legal Counsel	020223	80.00	60.053276 4,804.26 10,409.23 124,910.81	70.562429 5,644.99 12,230.82 146,769.85	81.071589 6,485.73 14,052.41 168,628.91
NRP	37	Assistant Legal Counsel, Sr	020088	80.00	69.519163 5,561.53 12,049.99 144,599.86	81.685118 6,534.81 14,158.75 169,905.05	93.850897 7,508.07 16,267.49 195,209.87
NRP	34	Behavioral Health Div Director	020596	80.00	60.053276 4,804.26 10,409.23 124,910.81	70.562429 5,644.99 12,230.82 146,769.85	81.071589 6,485.73 14,052.41 168,628.91
NRP	26	Benefits Coordinator	020860	80.00	40.646072 3,251.69 7,045.32 84,543.83	47.759361 3,820.75 8,278.29 99,339.47	54.872828 4,389.83 9,511.29 114,135.48
NRP	21	Benefits Specialist	020859	80.00	31.847450 2,547.80 5,520.22 66,242.70	37.421047 2,993.68 6,486.31 77,835.78	42.994294 3,439.54 7,452.34 89,428.13
NRP	33	Budget Manager	020095	80.00	57.193219 4,575.46 9,913.49 118,961.90	67.202100 5,376.17 11,648.36 139,780.37	77.211151 6,176.89 13,383.27 160,599.19
NRP	34	Building Codes Administrator	020309	80.00	60.053276 4,804.26 10,409.23 124,910.81	70.562429 5,644.99 12,230.82 146,769.85	81.071589 6,485.73 14,052.41 168,628.91
NRP	25	Building Maintenance Supv	020497	80.00	38.710776 3,096.86 6,709.87 80,518.41	45.485184 3,638.81 7,884.10 94,609.18	52.259759 4,180.78 9,058.36 108,700.30

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	35	Capital Program Manager	020889	80.00	63,055.462 5,044.44 10,929.61 131,155.36	74,090.455 5,927.24 12,842.35 154,108.15	85,125.272 6,810.02 14,755.05 177,060.57
NRP	34	Child,Family & Comm Div Dir	020492	80.00	60,053.276 4,804.26 10,409.23 124,910.81	70,562.429 5,644.99 12,230.82 146,769.85	81,071.589 6,485.73 14,052.41 168,628.91
NRP	33	Civil Engineering Supervisor	020320	80.00	57,193.219 4,575.46 9,913.49 118,961.90	67,202.100 5,376.17 11,648.36 139,780.37	77,211.151 6,176.89 13,383.27 160,599.19
NRP	21	Civil Paralegal	020013	80.00	31,847.450 2,547.80 5,520.22 66,242.70	37,421.047 2,993.68 6,486.31 77,835.78	42,994.294 3,439.54 7,452.34 89,428.13
NRP	23	Clerk to The Board	020019	80.00	35,111.683 2,808.93 6,086.03 73,032.30	41,256.453 3,300.52 7,151.12 85,813.42	47,401.046 3,792.08 8,216.18 98,594.18
NRP	31	Clinic Operations Manager	020530	80.00	51,876.410 4,150.11 8,991.91 107,902.93	60,954.755 4,876.38 10,565.49 126,785.89	70,033.271 5,602.66 12,139.10 145,669.20
NRP	29	Code Enforcement Supervisor	020895	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	33	Communications Manager	020354	80.00	57,193.219 4,575.46 9,913.49 118,961.90	67,202.100 5,376.17 11,648.36 139,780.37	77,211.151 6,176.89 13,383.27 160,599.19
NRP	29	Communications Supv (PGA)	020142	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	29A	Communicatns Operations Supv	020351	80.00	52,442.645 4,195.41 9,090.06 109,080.70		63,521.781 5,081.74 11,010.44 132,125.30
NRP	29	Community Health Nursing Supv	020718	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	60U	County Administrator*	020001	80.00	144,731.080 11,578.49 25,086.72 301,040.65		144,731.080 11,578.49 25,086.72 301,040.65

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	61U	County Counsel*	020089	80.00	121,921.159 9,753.69 21,133.00 253,596.01		121,921.159 9,753.69 21,133.00 253,596.01
NRP	32	County Internal Auditor	020159	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	40	County Operating Officer*	020192	80.00	80,477.662 6,438.21 13,949.46 167,393.54	94,560.704 7,564.86 16,390.52 196,686.26	108,643.740 8,691.50 18,831.58 225,978.98
NRP	32	County Surveyor	020292	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	41	Dental Director	020580	80.00	84,509.289 6,760.74 14,648.28 175,779.32	99,288.831 7,943.11 17,210.06 206,520.77	114,068.030 9,125.44 19,771.79 237,261.50
NRP	36	Dep Dir, Human Resources	020080	80.00	66,208.541 5,296.68 11,476.15 137,713.77	77,795.103 6,223.61 13,484.48 161,813.81	89,381.655 7,150.53 15,492.82 185,913.84
NRP	31	Deputy Assessor	020065	75.00	51,876.410 3,890.73 8,429.92 101,159.00	60,954.755 4,571.61 9,905.15 118,861.77	70,033.271 5,252.50 11,380.41 136,564.88
NRP	31	Deputy Bldg Codes Administratr	020150	80.00	51,876.410 4,150.11 8,991.91 107,902.93	60,954.755 4,876.38 10,565.49 126,785.89	70,033.271 5,602.66 12,139.10 145,669.20
NRP	36	Deputy Dir Hlth,Housing & Hs	020212	80.00	66,208.541 5,296.68 11,476.15 137,713.77	77,795.103 6,223.61 13,484.48 161,813.81	89,381.655 7,150.53 15,492.82 185,913.84
NRP	36	Deputy Dir, Technology Svcs	020710	80.00	66,208.541 5,296.68 11,476.15 137,713.77	77,795.103 6,223.61 13,484.48 161,813.81	89,381.655 7,150.53 15,492.82 185,913.84
NRP	36	Deputy Director, Finance	020097	80.00	66,208.541 5,296.68 11,476.15 137,713.77	77,795.103 6,223.61 13,484.48 161,813.81	89,381.655 7,150.53 15,492.82 185,913.84
NRP	34	Deputy Director, NCPRD	020460	80.00	60,053.276 4,804.26 10,409.23 124,910.81	70,562.429 5,644.99 12,230.82 146,769.85	81,071.589 6,485.73 14,052.41 168,628.91

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**AS OF 03/01/2025**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	40	Deputy Distr Attorney Chief*	020760	80.00	80,477.662 6,438.21 13,949.46 167,393.54	94,560.704 7,564.86 16,390.52 196,686.26	108,643.740 8,691.50 18,831.58 225,978.98
NRP	71	Deputy District Attorney 1	020764	80.00	47,053.231 3,764.26 8,155.89 97,870.72	52,334.768 4,186.78 9,071.36 108,856.32	57,616.303 4,609.30 9,986.83 119,841.91
NRP	32	Deputy District Attorney 2	020765	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	36	Deputy District Attorney 3	020766	80.00	66,208.541 5,296.68 11,476.15 137,713.77	77,795.103 6,223.61 13,484.48 161,813.81	89,381.655 7,150.53 15,492.82 185,913.84
NRP	36U	Deputy District Attorney 3	C20766	80.00	70,359.817 5,628.79 12,195.70 146,348.42		94,985.885 7,598.87 16,464.22 197,570.64
NRP	38	Deputy District Attorney, Sr	B20759	80.00	72,995.027 5,839.60 12,652.47 151,829.66	85,769.084 6,861.53 14,866.64 178,399.69	98,543.496 7,883.48 17,080.87 204,970.47
NRP	38	Deputy District Attorney, Sr	020759	80.00	72,995.027 5,839.60 12,652.47 151,829.66	85,769.084 6,861.53 14,866.64 178,399.69	98,543.496 7,883.48 17,080.87 204,970.47
NRP	38U	Deputy District Attorney, Sr	C20759	80.00	77,571.815 6,205.75 13,445.78 161,349.38		104,722.170 8,377.77 18,151.84 217,822.11
NRP	31	Deputy Treasurer	020079	80.00	51,876.410 4,150.11 8,991.91 107,902.93	60,954.755 4,876.38 10,565.49 126,785.89	70,033.271 5,602.66 12,139.10 145,669.20
NRP	29	Development Agency Prog Supv	020336	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	28	Development Review Supervisor	020394	80.00	44,812.484 3,585.00 7,767.50 93,209.97	52,654.661 4,212.37 9,126.81 109,521.69	60,496.838 4,839.75 10,486.12 125,833.42
NRP	38	Director, Communications*	020348	80.00	72,995.027 5,839.60 12,652.47 151,829.66	85,769.084 6,861.53 14,866.64 178,399.69	98,543.496 7,883.48 17,080.87 204,970.47

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	40	Director, Finance*	020099	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	40	Director, Hlth, Hous, & HSev*	020211	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	40	Director, Human Resources*	020085	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	38	Director, Juvenile Department*	020206	80.00	72.995027 5,839.60 12,652.47 151,829.66	85.769084 6,861.53 14,866.64 178,399.69	98.543496 7,883.48 17,080.87 204,970.47
NRP	38	Director, NCPRD*	020461	80.00	72.995027 5,839.60 12,652.47 151,829.66	85.769084 6,861.53 14,866.64 178,399.69	98.543496 7,883.48 17,080.87 204,970.47
NRP	35	Director, Office of Dis Mgmt	020925	80.00	63.055462 5,044.44 10,929.61 131,155.36	74.090455 5,927.24 12,842.35 154,108.15	85.125272 6,810.02 14,755.05 177,060.57
NRP	35	Director, Office of Tourism	020858	80.00	63.055462 5,044.44 10,929.61 131,155.36	74.090455 5,927.24 12,842.35 154,108.15	85.125272 6,810.02 14,755.05 177,060.57
NRP	40	Director, Pub & Govt Affairs*	020029	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	40	Director, Technology Services*	020699	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	40	Director, Trans & Devel*	020783	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	40	Director, Water Environ Ser*	020757	80.00	80.477662 6,438.21 13,949.46 167,393.54	94.560704 7,564.86 16,390.52 196,686.26	108.643740 8,691.50 18,831.58 225,978.98
NRP	30	Disaster Mgt Program Manager	020926	80.00	49.405831 3,952.47 8,563.68 102,764.13	58.051985 4,644.16 10,062.34 120,748.13	66.698143 5,335.85 11,561.01 138,732.14

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	32	Economic Development Manager	020039	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	30	Elections Manager	020051	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	28	Electrical Inspector Supv	020899	80.00	44,812.484 3,585.00 7,767.50 93,209.97	52,654.661 4,212.37 9,126.81 109,521.69	60,496.838 4,839.75 10,486.12 125,833.42
NRP	29	Electrician Supervisor	020499	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	27	Employment & Train Svcs Mgr	020281	80.00	42,678.165 3,414.25 7,397.55 88,770.58	50,147.320 4,011.79 8,692.20 104,306.43	57,616.303 4,609.30 9,986.83 119,841.91
NRP	26	Environmental Hlth Supervisor	020147	80.00	40,646.072 3,251.69 7,045.32 84,543.83	47,759.361 3,820.75 8,278.29 99,339.47	54,872.828 4,389.83 9,511.29 114,135.48
NRP	28	Environmental Svcs Supervisor	020745	80.00	44,812.484 3,585.00 7,767.50 93,209.97	52,654.661 4,212.37 9,126.81 109,521.69	60,496.838 4,839.75 10,486.12 125,833.42
NRP	21	Executive Assistant	020629	80.00	31,847.450 2,547.80 5,520.22 66,242.70	37,421.047 2,993.68 6,486.31 77,835.78	42,994.294 3,439.54 7,452.34 89,428.13
NRP	30	Facilities Construction Mgr	020502	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	34	Facilities Mgt Div Director	020501	80.00	60,053.276 4,804.26 10,409.23 124,910.81	70,562.429 5,644.99 12,230.82 146,769.85	81,071.589 6,485.73 14,052.41 168,628.91
NRP	30	Facilities Operations Manager	020469	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	29	Field Operations Supervisor	020770	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30

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<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	30	Fleet Manager	020425	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	33	Government Affairs Manager	020369	80.00	57,193.219 4,575.46 9,913.49 118,961.90	67,202.100 5,376.17 11,648.36 139,780.37	77,211.151 6,176.89 13,383.27 160,599.19
NRP	30	Grants Manager	020076	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	33	HACC Development Manager	020835	80.00	57,193.219 4,575.46 9,913.49 118,961.90	67,202.100 5,376.17 11,648.36 139,780.37	77,211.151 6,176.89 13,383.27 160,599.19
NRP	31	HC Admin & Financial Serv Mgr	020214	80.00	51,876.410 4,150.11 8,991.91 107,902.93	60,954.755 4,876.38 10,565.49 126,785.89	70,033.271 5,602.66 12,139.10 145,669.20
NRP	27Y	HR Business Systems Analyst	020734	80.00	43,765.783 3,501.26 7,586.07 91,032.83	50,691.043 4,055.28 8,786.45 105,437.37	57,616.303 4,609.30 9,986.83 119,841.91
NRP	35	Health Centers Div Director	020529	80.00	63,055.462 5,044.44 10,929.61 131,155.36	74,090.455 5,927.24 12,842.35 154,108.15	85,125.272 6,810.02 14,755.05 177,060.57
NRP	35	Housing & CD Div Director	020830	80.00	63,055.462 5,044.44 10,929.61 131,155.36	74,090.455 5,927.24 12,842.35 154,108.15	85,125.272 6,810.02 14,755.05 177,060.57
NRP	32	Housing & Com Dev Finance Mgr	020278	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	33	Housing & Comm Dev Mgr, Sr	020277	80.00	57,193.219 4,575.46 9,913.49 118,961.90	67,202.100 5,376.17 11,648.36 139,780.37	77,211.151 6,176.89 13,383.27 160,599.19
NRP	29	Housing Asset Manager	020832	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30
NRP	31	Housing Operations Manager	020846	80.00	51,876.410 4,150.11 8,991.91 107,902.93	60,954.755 4,876.38 10,565.49 126,785.89	70,033.271 5,602.66 12,139.10 145,669.20



**CLACKAMAS COUNTY  
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<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	27	Housing Portfolio Manager	020857	80.00	42,678.165 3,414.25 7,397.55 88,770.58	50,147.320 4,011.79 8,692.20 104,306.43	57,616.303 4,609.30 9,986.83 119,841.91
NRP	24	Housing Prop Mgmt Supervisor	020831	80.00	36,867.556 2,949.40 6,390.38 76,684.52	43,319.351 3,465.55 7,508.69 90,104.25	49,771.151 3,981.69 8,627.00 103,523.99
NRP	25	Human Resources Analyst	020730	80.00	38,710.776 3,096.86 6,709.87 80,518.41	45,485.184 3,638.81 7,884.10 94,609.18	52,259.759 4,180.78 9,058.36 108,700.30
NRP	27	Human Resources Analyst, Sr	020671	80.00	42,678.165 3,414.25 7,397.55 88,770.58	50,147.320 4,011.79 8,692.20 104,306.43	57,616.303 4,609.30 9,986.83 119,841.91
NRP	19Y	Human Resources Assistant	020086	80.00	29,991.434 2,399.31 5,198.52 62,382.18	34,494.294 2,759.54 5,979.01 71,748.13	38,997.155 3,119.77 6,759.51 81,114.08
NRP	30	Human Resources Manager	020711	80.00	49,405.831 3,952.47 8,563.68 102,764.13	58,051.985 4,644.16 10,062.34 120,748.13	66,698.143 5,335.85 11,561.01 138,732.14
NRP	32	Human Resources Manager,Senior	020714	80.00	54,470.049 4,357.60 9,441.48 113,297.70	64,002.105 5,120.17 11,093.70 133,124.38	73,534.341 5,882.75 12,745.95 152,951.43
NRP	28	Human Resources Program Cord	020082	80.00	44,812.484 3,585.00 7,767.50 93,209.97	52,654.661 4,212.37 9,126.81 109,521.69	60,496.838 4,839.75 10,486.12 125,833.42
NRP	28	Human Resources Program Cord	B20082	80.00	44,812.484 3,585.00 7,767.50 93,209.97	52,654.661 4,212.37 9,126.81 109,521.69	60,496.838 4,839.75 10,486.12 125,833.42
NRP	21	Human Resources Specialist	B20087	80.00	31,847.450 2,547.80 5,520.22 66,242.70	37,421.047 2,993.68 6,486.31 77,835.78	42,994.294 3,439.54 7,452.34 89,428.13
NRP	21	Human Resources Specialist	020087	80.00	31,847.450 2,547.80 5,520.22 66,242.70	37,421.047 2,993.68 6,486.31 77,835.78	42,994.294 3,439.54 7,452.34 89,428.13
NRP	29	Human Services Manager	020562	80.00	47,053.231 3,764.26 8,155.89 97,870.72	55,287.681 4,423.01 9,583.20 114,998.38	63,521.781 5,081.74 11,010.44 132,125.30

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<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	25	Human Services Supervisor	020561	80.00	38.710776 3,096.86 6,709.87 80,518.41	45.485184 3,638.81 7,884.10 94,609.18	52.259759 4,180.78 9,058.36 108,700.30
NRP	25	Human Services Supervisor	C20561	80.00	38.710776 3,096.86 6,709.87 80,518.41	45.485184 3,638.81 7,884.10 94,609.18	52.259759 4,180.78 9,058.36 108,700.30
NRP	29	Internal Auditor, Principal	020078	80.00	47.053231 3,764.26 8,155.89 97,870.72	55.287681 4,423.01 9,583.20 114,998.38	63.521781 5,081.74 11,010.44 132,125.30
NRP	27	Internal Auditor, Senior	020145	80.00	42.678165 3,414.25 7,397.55 88,770.58	50.147320 4,011.79 8,692.20 104,306.43	57.616303 4,609.30 9,986.83 119,841.91
NRP	25	Internal Auditor, Staff	020158	80.00	38.710776 3,096.86 6,709.87 80,518.41	45.485184 3,638.81 7,884.10 94,609.18	52.259759 4,180.78 9,058.36 108,700.30
NRP	28	Juvenile Department Supv	020207	80.00	44.812484 3,585.00 7,767.50 93,209.97	52.654661 4,212.37 9,126.81 109,521.69	60.496838 4,839.75 10,486.12 125,833.42
NRP	31	Juvenile Division Manager	020190	80.00	51.876410 4,150.11 8,991.91 107,902.93	60.954755 4,876.38 10,565.49 126,785.89	70.033271 5,602.66 12,139.10 145,669.20
NRP	28	Laboratory Supervisor	020890	80.00	44.812484 3,585.00 7,767.50 93,209.97	52.654661 4,212.37 9,126.81 109,521.69	60.496838 4,839.75 10,486.12 125,833.42
NRP	29	Land Surveyor Supervisor	020306	80.00	47.053231 3,764.26 8,155.89 97,870.72	55.287681 4,423.01 9,583.20 114,998.38	63.521781 5,081.74 11,010.44 132,125.30
NRP	24	Law Library Director	020258	75.00	36.867556 2,765.07 5,990.98 71,891.73	43.319351 3,248.95 7,039.39 84,472.73	49.771151 3,732.84 8,087.81 97,053.74
NRP	25	Leave and Accommod Analyst	020737	80.00	38.710776 3,096.86 6,709.87 80,518.41	45.485184 3,638.81 7,884.10 94,609.18	52.259759 4,180.78 9,058.36 108,700.30
NRP	28	Leave and Accommod Supervisor	020739	80.00	44.812484 3,585.00 7,767.50 93,209.97	52.654661 4,212.37 9,126.81 109,521.69	60.496838 4,839.75 10,486.12 125,833.42

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	24	Legal Office Supervisor	020017	75.00	36.867556	43.319351	49.771151
					2,765.07	3,248.95	3,732.84
					5,990.98	7,039.39	8,087.81
					71,891.73	84,472.73	97,053.74
NRP	24	Legal Office Supervisor	020017	80.00	36.867556	43.319351	49.771151
					2,949.40	3,465.55	3,981.69
					6,390.38	7,508.69	8,627.00
					76,684.52	90,104.25	103,523.99
NRP	31	Library Manager	020259	80.00	51.876410	60.954755	70.033271
					4,150.11	4,876.38	5,602.66
					8,991.91	10,565.49	12,139.10
					107,902.93	126,785.89	145,669.20
NRP	33	Library Network Manager	020260	80.00	57.193219	67.202100	77.211151
					4,575.46	5,376.17	6,176.89
					9,913.49	11,648.36	13,383.27
					118,961.90	139,780.37	160,599.19
NRP	24	Library Section Supervisor	020255	80.00	36.867556	43.319351	49.771151
					2,949.40	3,465.55	3,981.69
					6,390.38	7,508.69	8,627.00
					76,684.52	90,104.25	103,523.99
NRP	47	Medical Director	020521	80.00	113.250740	133.056350	152.862120
					9,060.06	10,644.51	12,228.97
					19,630.13	23,063.10	26,496.10
					235,561.54	276,757.21	317,953.21
NRP	28	Medicolegal Death Inv, Chief	020519	80.00	44.812484	52.654661	60.496838
					3,585.00	4,212.37	4,839.75
					7,767.50	9,126.81	10,486.12
					93,209.97	109,521.69	125,833.42
NRP	29	Mental Health Program Supv	020593	80.00	47.053231	55.287681	63.521781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	32	NCPRD Division Director	020839	80.00	54.470049	64.002105	73.534341
					4,357.60	5,120.17	5,882.75
					9,441.48	11,093.70	12,745.95
					113,297.70	133,124.38	152,951.43
NRP	34	Nurse Practitioner Supervisor	020517	80.00	60.053276	70.562429	81.071589
					4,804.26	5,644.99	6,485.73
					10,409.23	12,230.82	14,052.41
					124,910.81	146,769.85	168,628.91
NRP	27	Office Manager	020634	75.00	42.678165	50.147320	57.616303
					3,200.86	3,761.05	4,321.22
					6,935.20	8,148.94	9,362.65
					83,222.42	97,787.27	112,351.79
NRP	27	Office Manager	020634	80.00	42.678165	50.147320	57.616303
					3,414.25	4,011.79	4,609.30
					7,397.55	8,692.20	9,986.83
					88,770.58	104,306.43	119,841.91

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum	
NRP	27	Office Manager	B20634	75.00	42,678.165	50,147.320	57,616.303	
					3,200.86	3,761.05	4,321.22	
					6,935.20	8,148.94	9,362.65	
						83,222.42	97,787.27	112,351.79
	NRP	22	Office Supervisor	020633	75.00	33,439.655	39,291.750	45,143.845
						2,507.97	2,946.88	3,385.79
5,433.94						6,384.91	7,335.87	
65,207.33						76,618.91	88,030.50	
NRP	25	Park Maintenance Supervisor	020459	80.00	38,710.776	45,485.184	52,259.759	
					3,096.86	3,638.81	4,180.78	
					6,709.87	7,884.10	9,058.36	
					80,518.41	94,609.18	108,700.30	
NRP	24	Park Operations Supervisor	020456	80.00	36,867.556	43,319.351	49,771.151	
					2,949.40	3,465.55	3,981.69	
					6,390.38	7,508.69	8,627.00	
					76,684.52	90,104.25	103,523.99	
NRP	31	Parks Manager	020385	80.00	51,876.410	60,954.755	70,033.271	
					4,150.11	4,876.38	5,602.66	
					8,991.91	10,565.49	12,139.10	
					107,902.93	126,785.89	145,669.20	
NRP	30	Payroll Manager	020023	80.00	49,405.831	58,051.985	66,698.143	
					3,952.47	4,644.16	5,335.85	
					8,563.68	10,062.34	11,561.01	
					102,764.13	120,748.13	138,732.14	
NRP	29	Permit Lobby Supervisor	020894	80.00	47,053.231	55,287.681	63,521.781	
					3,764.26	4,423.01	5,081.74	
					8,155.89	9,583.20	11,010.44	
					97,870.72	114,998.38	132,125.30	
NRP	45	Physician Supervisor	020555	80.00	102,721.630	120,686.120	138,650.420	
					8,217.73	9,654.89	11,092.03	
					17,805.08	20,918.93	24,032.74	
					213,660.99	251,027.13	288,392.87	
NRP	34	Planning Director	020358	80.00	60,053.276	70,562.429	81,071.589	
					4,804.26	5,644.99	6,485.73	
					10,409.23	12,230.82	14,052.41	
					124,910.81	146,769.85	168,628.91	
NRP	31	Planning Manager	020359	80.00	51,876.410	60,954.755	70,033.271	
					4,150.11	4,876.38	5,602.66	
					8,991.91	10,565.49	12,139.10	
					107,902.93	126,785.89	145,669.20	

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<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	29	Plans Examiner Supervisor	020896	80.00	47,053.231	55,287.681	63,521.781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	28	Plumbing Inspector Supv	020898	80.00	44,812.484	52,654.661	60,496.838
					3,585.00	4,212.37	4,839.75
					7,767.50	9,126.81	10,486.12
					93,209.97	109,521.69	125,833.42
NRP	26	Policy Advisor	020022	75.00	40,646.072	47,759.361	54,872.828
					3,048.46	3,581.95	4,115.46
					6,604.99	7,760.90	8,916.83
					79,259.84	93,130.75	107,002.01
		Policy Advisor	020022	80.00	40,646.072	47,759.361	54,872.828
					3,251.69	3,820.75	4,389.83
					7,045.32	8,278.29	9,511.29
					84,543.83	99,339.47	114,135.48
NRP	27Y	Policy, Perf & Research An, Sr	020627	80.00	43,765.783	50,691.043	57,616.303
					3,501.26	4,055.28	4,609.30
					7,586.07	8,786.45	9,986.83
					91,032.83	105,437.37	119,841.91
NRP	27Y	Policy, Perf & Research An, Sr	C20627	80.00	43,765.783	50,691.043	57,616.303
					3,501.26	4,055.28	4,609.30
					7,586.07	8,786.45	9,986.83
					91,032.83	105,437.37	119,841.91
NRP	27	Prevention Unit Manager	020183	80.00	42,678.165	50,147.320	57,616.303
					3,414.25	4,011.79	4,609.30
					7,397.55	8,692.20	9,986.83
					88,770.58	104,306.43	119,841.91
NRP	32	Procurement Manager	020420	80.00	54,470.049	64,002.105	73,534.341
					4,357.60	5,120.17	5,882.75
					9,441.48	11,093.70	12,745.95
					113,297.70	133,124.38	152,951.43
NRP	25	Program Supervisor	020587	80.00	38,710.776	45,485.184	52,259.759
					3,096.86	3,638.81	4,180.78
					6,709.87	7,884.10	9,058.36
					80,518.41	94,609.18	108,700.30
NRP	25	Program Supervisor	C20587	80.00	38,710.776	45,485.184	52,259.759
					3,096.86	3,638.81	4,180.78
					6,709.87	7,884.10	9,058.36
					80,518.41	94,609.18	108,700.30
NRP	25	Program Supervisor	D20587	80.00	38,710.776	45,485.184	52,259.759
					3,096.86	3,638.81	4,180.78
					6,709.87	7,884.10	9,058.36
					80,518.41	94,609.18	108,700.30
NRP	91	Project Manager A (Lt Term)	020991	75.00	33,439.655	41,605.403	49,771.151
					2,507.97	3,120.41	3,732.84
					5,433.94	6,760.88	8,087.81
					65,207.33	81,130.54	97,053.74
		Project Manager A (Lt Term)	020991	80.00	33,439.655	41,605.403	49,771.151
					2,675.17	3,328.43	3,981.69
					5,796.21	7,211.60	8,627.00
					69,554.48	86,539.24	103,523.99

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NRP	92	Project Manager B (Lt Term)	020992	75.00	38.710776	48.163540	57.616303
					2,903.31	3,612.27	4,321.22
					6,290.50	7,826.58	9,362.65
					75,486.01	93,918.90	112,351.79
NRP	92	Project Manager B (Lt Term)	020992	80.00	38.710776	48.163540	57.616303
					3,096.86	3,853.08	4,609.30
					6,709.87	8,348.35	9,986.83
					80,518.41	100,180.16	119,841.91
NRP	93	Project Manager C (Lt Term)	020993	75.00	44.812484	55.755314	66.698143
					3,360.94	4,181.65	5,002.36
					7,282.03	9,060.24	10,838.45
					87,384.34	108,722.86	130,061.38
NRP	93	Project Manager C (Lt Term)	020993	80.00	44.812484	55.755314	66.698143
					3,585.00	4,460.43	5,335.85
					7,767.50	9,664.25	11,561.01
					93,209.97	115,971.05	138,732.14
NRP	94	Project Manager D (Lt Term)	020994	75.00	51.876410	64.543781	77.211151
					3,890.73	4,840.78	5,790.84
					8,429.92	10,488.36	12,546.81
					101,159.00	125,860.37	150,561.74
NRP	94	Project Manager D (Lt Term)	020994	80.00	51.876410	64.543781	77.211151
					4,150.11	5,163.50	6,176.89
					8,991.91	11,187.59	13,383.27
					107,902.93	134,251.06	160,599.19
NRP	95	Project Manager E (Lt Term)	020995	75.00	60.053276	74.717467	89.381655
					4,504.00	5,603.81	6,703.62
					9,758.66	12,141.59	14,524.52
					117,103.89	145,699.06	174,294.23
NRP	95	Project Manager E (Lt Term)	020995	80.00	60.053276	74.717467	89.381655
					4,804.26	5,977.40	7,150.53
					10,409.23	12,951.03	15,492.82
					124,910.81	155,412.33	185,913.84
NRP	96	Project Manager F(Lt Term)	020996	75.00	69.513227	86.490494	103.467760
					5,213.49	6,486.79	7,760.08
					11,295.90	14,054.71	16,813.51
					135,550.79	168,656.46	201,762.13
NRP	96	Project Manager F(Lt Term)	020996	80.00	69.513227	86.490494	103.467760
					5,561.06	6,919.24	8,277.42
					12,048.96	14,991.69	17,934.41
					144,587.51	179,900.23	215,212.94
NRP	97	Project Manager G(Lt Term)	020997	75.00	80.474926	99.591067	118.707200
					6,035.62	7,469.33	8,903.04
					13,077.18	16,183.55	19,289.92
					156,926.11	194,202.58	231,479.04
NRP	97	Project Manager G(Lt Term)	020997	80.00	80.474926	99.591067	118.707200
					6,437.99	7,967.29	9,496.58
					13,948.99	17,262.45	20,575.91
					167,387.85	207,149.42	246,910.98

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NRP	98	Project Manager H (Lt Term)	020998	75.00	93.174457	115.908290	138.642120
					6,988.08	8,693.12	10,398.16
					15,140.85	18,835.10	22,529.34
					181,690.19	226,021.17	270,352.13
NRP	98	Project Manager H (Lt Term)	020998	80.00	93.174457	115.908290	138.642120
					7,453.96	9,272.66	11,091.37
					16,150.24	20,090.77	24,031.30
					193,802.87	241,089.24	288,375.61
NRP	99	Project Manager I(Lt Term)	020990	75.00	109.516750	135.007720	160.498680
					8,213.76	10,125.58	12,037.40
					17,796.47	21,938.75	26,081.04
					213,557.66	263,265.05	312,972.43
NRP	99	Project Manager I(Lt Term)	020990	80.00	109.516750	135.007720	160.498680
					8,761.34	10,800.62	12,839.89
					18,982.90	23,401.34	27,819.77
					227,794.84	280,816.06	333,837.25
NRP	48	Psychiatrist Supervisor	020581	80.00	118.913260	139.709270	160.505280
					9,513.06	11,176.74	12,840.42
					20,611.63	24,216.27	27,820.92
					247,339.58	290,595.28	333,850.98
NRP	30	Public Affairs Manager	020048	80.00	49.405831	58.051985	66.698143
					3,952.47	4,644.16	5,335.85
					8,563.68	10,062.34	11,561.01
					102,764.13	120,748.13	138,732.14
NRP	34	Public Health Div Director	020531	80.00	60.053276	70.562429	81.071589
					4,804.26	5,644.99	6,485.73
					10,409.23	12,230.82	14,052.41
					124,910.81	146,769.85	168,628.91
NRP	31	Public Health Prog Manager, Sr	020534	80.00	51.876410	60.954755	70.033271
					4,150.11	4,876.38	5,602.66
					8,991.91	10,565.49	12,139.10
					107,902.93	126,785.89	145,669.20
NRP	29	Public Health Program Manager	020528	80.00	47.053231	55.287681	63.521781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	29	Public Health Program Manager	B20528	80.00	47.053231	55.287681	63.521781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	28	Public Information Officer	020043	80.00	44.812484	52.654661	60.496838
					3,585.00	4,212.37	4,839.75
					7,767.50	9,126.81	10,486.12
					93,209.97	109,521.69	125,833.42
NRP	29	Quality and Data Manager	020215	80.00	47.053231	55.287681	63.521781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 03/01/2025**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum	
NRP	28	Quality and Data Supervisor	020226	80.00	44.812484	52.654661	60.496838	
					3,585.00	4,212.37	4,839.75	
					7,767.50	9,126.81	10,486.12	
					93,209.97	109,521.69	125,833.42	
NRP	28	Recording Manager	020050	80.00	44.812484	52.654661	60.496838	
					3,585.00	4,212.37	4,839.75	
					7,767.50	9,126.81	10,486.12	
					93,209.97	109,521.69	125,833.42	
NRP	27	Records & Information Manager	020052	80.00	42.678165	50.147320	57.616303	
					3,414.25	4,011.79	4,609.30	
					7,397.55	8,692.20	9,986.83	
					88,770.58	104,306.43	119,841.91	
NRP	27	Recreation Manager	020463	80.00	42.678165	50.147320	57.616303	
					3,414.25	4,011.79	4,609.30	
					7,397.55	8,692.20	9,986.83	
					88,770.58	104,306.43	119,841.91	
NRP	25	Recreation Supervisor	020465	75.00	38.710776	45.485184	52.259759	
					2,903.31	3,411.39	3,919.48	
					6,290.50	7,391.34	8,492.21	
			Recreation Supervisor	020465	80.00	38.710776	45.485184	52.259759
						3,096.86	3,638.81	4,180.78
						6,709.87	7,884.10	9,058.36
					80,518.41	94,609.18	108,700.30	
NRP	27	Resolution Services Manager	020290	80.00	42.678165	50.147320	57.616303	
					3,414.25	4,011.79	4,609.30	
					7,397.55	8,692.20	9,986.83	
					88,770.58	104,306.43	119,841.91	
NRP	26	Risk & Loss Control Analyst	020397	80.00	40.646072	47.759361	54.872828	
					3,251.69	3,820.75	4,389.83	
					7,045.32	8,278.29	9,511.29	
					84,543.83	99,339.47	114,135.48	
NRP	31	Senior Policy Advisor	020060	80.00	51.876410	60.954755	70.033271	
					4,150.11	4,876.38	5,602.66	
					8,991.91	10,565.49	12,139.10	
					107,902.93	126,785.89	145,669.20	
NRP	34	Social Services Div Director	020244	80.00	60.053276	70.562429	81.071589	
					4,804.26	5,644.99	6,485.73	
					10,409.23	12,230.82	14,052.41	
					124,910.81	146,769.85	168,628.91	
NRP	28	Structural/Mech Inspect Supv	020897	80.00	44.812484	52.654661	60.496838	
					3,585.00	4,212.37	4,839.75	
					7,767.50	9,126.81	10,486.12	
					93,209.97	109,521.69	125,833.42	
NRP	29	Survey and CADD Supervisor	020735	80.00	47.053231	55.287681	63.521781	
					3,764.26	4,423.01	5,081.74	
					8,155.89	9,583.20	11,010.44	
					97,870.72	114,998.38	132,125.30	



**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 03/01/2025**

<u>Salary Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>JobCode</u>	<u>Std Hours</u>	<u>Minimum</u>	<u>Midrange</u>	<u>Maximum</u>
NRP	30	Sustainability & SW Manager	020165	80.00	49,405.831	58,051.985	66,698.143
					3,952.47	4,644.16	5,335.85
					8,563.68	10,062.34	11,561.01
					102,764.13	120,748.13	138,732.14
NRP	34	Technology Services Manager	020689	80.00	60,053.276	70,562.429	81,071.589
					4,804.26	5,644.99	6,485.73
					10,409.23	12,230.82	14,052.41
					124,910.81	146,769.85	168,628.91
NRP	30	Tourism Programs Manager	020368	80.00	49,405.831	58,051.985	66,698.143
					3,952.47	4,644.16	5,335.85
					8,563.68	10,062.34	11,561.01
					102,764.13	120,748.13	138,732.14
NRP	26	Transportation Maint Supv	020412	80.00	40,646.072	47,759.361	54,872.828
					3,251.69	3,820.75	4,389.83
					7,045.32	8,278.29	9,511.29
					84,543.83	99,339.47	114,135.48
NRP	34	Transportation Ops Manager	020424	80.00	60,053.276	70,562.429	81,071.589
					4,804.26	5,644.99	6,485.73
					10,409.23	12,230.82	14,052.41
					124,910.81	146,769.85	168,628.91
NRP	27	Victim Assist Program Director	020768	80.00	42,678.165	50,147.320	57,616.303
					3,414.25	4,011.79	4,609.30
					7,397.55	8,692.20	9,986.83
					88,770.58	104,306.43	119,841.91
NRP	22	Victim Assistance Supervisor	020740	80.00	33,439.655	39,291.750	45,143.845
					2,675.17	3,143.34	3,611.51
					5,796.21	6,810.57	7,824.93
					69,554.48	81,726.84	93,899.20
NRP	34	WES Tech Division Manager	020778	80.00	60,053.276	70,562.429	81,071.589
					4,804.26	5,644.99	6,485.73
					10,409.23	12,230.82	14,052.41
					124,910.81	146,769.85	168,628.91
NRP	29	Wastewater Maint Supervisor	020814	80.00	47,053.231	55,287.681	63,521.781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	29	Wastewater Plant Oprs Supv	020828	80.00	47,053.231	55,287.681	63,521.781
					3,764.26	4,423.01	5,081.74
					8,155.89	9,583.20	11,010.44
					97,870.72	114,998.38	132,125.30
NRP	26	Workers Compensation Analyst	020398	80.00	40,646.072	47,759.361	54,872.828
					3,251.69	3,820.75	4,389.83
					7,045.32	8,278.29	9,511.29
					84,543.83	99,339.47	114,135.48