

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	30	Accounting Manager	020096	80.00	50.789194	59.677441	68.565691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	25	Accounting Supervisor	020660	80.00	39.794678	46.758769	53.723032
					3,183.57	3,740.70	4,297.84
					6,897.74	8,104.85	9,311.99
					82,772.93	97,258.24	111,743.91
NRP	33	Administrative Serv Mgr, Sr	020705	80.00	58.794629	69.083759	79.373063
					4,703.57	5,526.70	6,349.85
					10,191.07	11,974.52	13,758.00
					122,292.83	143,694.22	165,095.97
NRP	29	Administrative Services Mgr	020704	75.00	48.370721	56.835736	65.300391
					3,627.80	4,262.68	4,897.53
					7,860.24	9,235.81	10,611.31
					94,322.91	110,829.69	127,335.76
		Administrative Services Mgr	020704	80.00	48.370721	56.835736	65.300391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	27	Administrative Services Supv	020092	80.00	43.873154	51.551445	59.229559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	27	Administrative Services Supv	C20092	80.00	43.873154	51.551445	59.229559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	19Y	Administrative Specialist 2	020622	80.00	30.831194	35.460134	40.089075
					2,466.50	2,836.81	3,207.13
					5,344.07	6,146.42	6,948.77
					64,128.88	73,757.08	83,385.28
NRP	30	Animal Services Manager	020177	80.00	50.789194	59.677441	68.565691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	26	Animal Shelter Supervisor	020180	80.00	41.784162	49.096623	56.409267
					3,342.73	3,927.73	4,512.74
					7,242.59	8,510.08	9,777.61
					86,911.06	102,120.98	117,331.28
NRP	31	Appraisal Manager	020335	75.00	53.328949	62.661488	71.994203
					3,999.67	4,699.61	5,399.57
					8,665.95	10,182.49	11,699.06
					103,991.45	122,189.90	140,388.70
NRP	29	Appraisal Supervisor	020333	75.00	48.370721	56.835736	65.300391
					3,627.80	4,262.68	4,897.53
					7,860.24	9,235.81	10,611.31
					94,322.91	110,829.69	127,335.76

**CLACKAMAS COUNTY
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AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	28	Assessment & Taxation Supv	020077	75.00	46,067.234 3,455.04 7,485.93 89,831.11	54,128.992 4,059.67 8,795.96 105,551.53	62,190.749 4,664.31 10,106.00 121,271.96
NRP	36	Assist Dir, Dept Trans & Dev	020357	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	36	Assist Dir, Water Environ Ser	020854	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	34	Assist Juvenile Dept Director	020204	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	34	Assistant Legal Counsel	020223	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	37	Assistant Legal Counsel, Sr	020088	80.00	71,465.700 5,717.26 12,387.39 148,648.66	83,972.301 6,717.78 14,555.20 174,662.39	96,478.722 7,718.30 16,722.98 200,675.74
NRP	34	Behavioral Health Div Director	020596	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	27	Benefits Coordinator	020860	80.00	43,873.154 3,509.85 7,604.68 91,256.16	51,551.445 4,124.12 8,935.58 107,227.01	59,229.559 4,738.36 10,266.46 123,197.48
NRP	22	Benefits/Leave Specialist	020859	80.00	34,375.965 2,750.08 5,958.50 71,502.01	40,391.919 3,231.35 7,001.27 84,015.19	46,407.873 3,712.63 8,044.03 96,528.38
NRP	33	Budget Manager	020095	80.00	58,794.629 4,703.57 10,191.07 122,292.83	69,083.759 5,526.70 11,974.52 143,694.22	79,373.063 6,349.85 13,758.00 165,095.97
NRP	34	Building Codes Administrator	020309	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	25	Building Maintenance Supv	020497	80.00	39,794.678 3,183.57 6,897.74 82,772.93	46,758.769 3,740.70 8,104.85 97,258.24	53,723.032 4,297.84 9,311.99 111,743.91

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

<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	35	Capital Program Manager	020889	80.00	64,821.015 5,185.68 11,235.64 134,827.71	76,164.988 6,093.20 13,201.93 158,423.18	87,508.780 7,000.70 15,168.19 182,018.26
NRP	34	Child,Family & Comm Div Dir	020492	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	33	Civil Engineering Supervisor	020320	80.00	58,794.629 4,703.57 10,191.07 122,292.83	69,083.759 5,526.70 11,974.52 143,694.22	79,373.063 6,349.85 13,758.00 165,095.97
NRP	22	Civil Paralegal	020013	80.00	34,375.965 2,750.08 5,958.50 71,502.01	40,391.919 3,231.35 7,001.27 84,015.19	46,407.873 3,712.63 8,044.03 96,528.38
NRP	23	Clerk to The Board	020019	80.00	36,094.810 2,887.58 6,256.43 75,077.20	42,411.634 3,392.93 7,351.35 88,216.20	48,728.275 3,898.26 8,446.23 101,354.81
NRP	31	Clinic Operations Manager	020530	80.00	53,328.949 4,266.32 9,243.68 110,924.21	62,661.488 5,012.92 10,861.32 130,335.90	71,994.203 5,759.54 12,479.00 149,747.94
NRP	29	Code Enforcement Supervisor	020895	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81
NRP	33	Communications Manager	020354	80.00	58,794.629 4,703.57 10,191.07 122,292.83	69,083.759 5,526.70 11,974.52 143,694.22	79,373.063 6,349.85 13,758.00 165,095.97
NRP	29	Communications Supv (PGA)	020142	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81
NRP	29A	Communicatns Operations Supv	020351	80.00	53,911.039 4,312.88 9,344.58 112,134.96		65,300.391 5,224.03 11,318.73 135,824.81
NRP	28	Community Development Prog Mgr	020267	80.00	46,067.234 3,685.38 7,984.99 95,819.85	54,128.992 4,330.32 9,382.36 112,588.30	62,190.749 4,975.26 10,779.73 129,356.76
NRP	29	Community Health Nursing Supv	020718	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	60U	County Administrator*	020001	80.00	153,990.980 12,319.28 26,691.77 320,301.24		153,990.980 12,319.28 26,691.77 320,301.24
NRP	61U	County Counsel*	020089	80.00	115,384.616 9,230.77 20,000.00 240,000.00		115,384.616 9,230.77 20,000.00 240,000.00
NRP	32	County Internal Auditor	020159	80.00	55,995.210 4,479.62 9,705.84 116,470.04	65,794.164 5,263.53 11,404.32 136,851.86	75,593.303 6,047.46 13,102.84 157,234.07
NRP	40	County Operating Officer*	020192	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	32	County Surveyor	020292	80.00	55,995.210 4,479.62 9,705.84 116,470.04	65,794.164 5,263.53 11,404.32 136,851.86	75,593.303 6,047.46 13,102.84 157,234.07
NRP	41	Dental Director	020580	80.00	86,875.549 6,950.04 15,058.43 180,701.14	102,068.910 8,165.51 17,691.94 212,303.33	117,261.930 9,380.95 20,325.40 243,904.81
NRP	36	Dep Dir, Human Resources	020080	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	32	Deputy Assessor	020065	75.00	55,995.210 4,199.64 9,099.22 109,190.66	65,794.164 4,934.56 10,691.55 128,298.62	75,593.303 5,669.50 12,283.91 147,406.94
NRP	31	Deputy Bldg Codes Administratr	020150	80.00	53,328.949 4,266.32 9,243.68 110,924.21	62,661.488 5,012.92 10,861.32 130,335.90	71,994.203 5,759.54 12,479.00 149,747.94
NRP	36	Deputy Dir Hlth,Housing & Hs	020212	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	36	Deputy Dir, Technology Svcs	020710	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	36	Deputy Director, Finance	020097	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	34	Deputy Director, NCPRD	020460	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	40	Deputy Distr Attorney Chief*	020760	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	71	Deputy District Attorney 1	020764	80.00	48,370.721 3,869.66 8,384.26 100,611.10	53,800.142 4,304.01 9,325.36 111,904.30	59,229.559 4,738.36 10,266.46 123,197.48
NRP	32	Deputy District Attorney 2	020765	80.00	55,995.210 4,479.62 9,705.84 116,470.04	65,794.164 5,263.53 11,404.32 136,851.86	75,593.303 6,047.46 13,102.84 157,234.07
NRP	36	Deputy District Attorney 3	020766	80.00	68,062.380 5,444.99 11,797.48 141,569.75	79,973.366 6,397.87 13,862.05 166,344.60	91,884.341 7,350.75 15,926.62 191,119.43
NRP	36U	Deputy District Attorney 3	C20766	80.00	72,329.892 5,786.39 12,537.18 150,446.18		97,645.490 7,811.64 16,925.22 203,102.62
NRP	38	Deputy District Attorney, Sr	B20759	80.00	75,038.888 6,003.11 13,006.74 156,080.89	88,170.618 7,053.65 15,282.91 183,394.89	101,302.710 8,104.22 17,559.14 210,709.64
NRP	38	Deputy District Attorney, Sr	020759	80.00	75,038.888 6,003.11 13,006.74 156,080.89	88,170.618 7,053.65 15,282.91 183,394.89	101,302.710 8,104.22 17,559.14 210,709.64
NRP	38U	Deputy District Attorney, Sr	C20759	80.00	79,743.826 6,379.51 13,822.26 165,867.16		107,654.390 8,612.35 18,660.09 223,921.13
NRP	31	Deputy Treasurer	020079	80.00	53,328.949 4,266.32 9,243.68 110,924.21	62,661.488 5,012.92 10,861.32 130,335.90	71,994.203 5,759.54 12,479.00 149,747.94
NRP	29	Development Agency Prog Supv	020336	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81
NRP	29	Development Review Supervisor	020394	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	38	Director, Communications*	020348	80.00	75,038.88 6,003.11 13,006.74 156,080.89	88,170.618 7,053.65 15,282.91 183,394.89	101,302.710 8,104.22 17,559.14 210,709.64
NRP	40	Director, Finance*	020099	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	40	Director, Hlth, Hous, & HSev*	020211	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	40	Director, Human Resources*	020085	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	38	Director, Juvenile Department*	020206	80.00	75,038.888 6,003.11 13,006.74 156,080.89	88,170.618 7,053.65 15,282.91 183,394.89	101,302.710 8,104.22 17,559.14 210,709.64
NRP	38	Director, NCPRD*	020461	80.00	75,038.888 6,003.11 13,006.74 156,080.89	88,170.618 7,053.65 15,282.91 183,394.89	101,302.710 8,104.22 17,559.14 210,709.64
NRP	35	Director, Office of Dis Mgmt	020925	80.00	64,821.015 5,185.68 11,235.64 134,827.71	76,164.988 6,093.20 13,201.93 158,423.18	87,508.780 7,000.70 15,168.19 182,018.26
NRP	35	Director, Office of Tourism	020858	80.00	64,821.015 5,185.68 11,235.64 134,827.71	76,164.988 6,093.20 13,201.93 158,423.18	87,508.780 7,000.70 15,168.19 182,018.26
NRP	40	Director, Pub & Govt Affairs*	020029	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	40	Director, Technology Services*	020699	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	40	Director, Trans & Devel*	020783	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40
NRP	40	Director, Water Environ Ser*	020757	80.00	82,731.037 6,618.48 14,340.05 172,080.56	97,208.404 7,776.67 16,849.46 202,193.48	111,685.770 8,934.86 19,358.87 232,306.40

**CLACKAMAS COUNTY
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AS OF 04/01/2026

<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	Disaster Mgt Program Manager	020926	80.00	50.789194 4,063.14 8,803.46 105,641.52	59.677441 4,774.20 10,344.09 124,129.08	68.565691 5,485.26 11,884.72 142,616.64
NRP	32	Economic Development Manager	020039	80.00	55.995210 4,479.62 9,705.84 116,470.04	65.794164 5,263.53 11,404.32 136,851.86	75.593303 6,047.46 13,102.84 157,234.07
NRP	30	Elections Manager	020051	80.00	50.789194 4,063.14 8,803.46 105,641.52	59.677441 4,774.20 10,344.09 124,129.08	68.565691 5,485.26 11,884.72 142,616.64
NRP	28	Electrical Inspector Supv	020899	80.00	46.067234 3,685.38 7,984.99 95,819.85	54.128992 4,330.32 9,382.36 112,588.30	62.190749 4,975.26 10,779.73 129,356.76
NRP	29	Electrician Supervisor	020499	80.00	48.370721 3,869.66 8,384.26 100,611.10	56.835736 4,546.86 9,851.53 118,218.33	65.300391 5,224.03 11,318.73 135,824.81
NRP	29	Employment & Train Svcs Mgr	020281	80.00	48.370721 3,869.66 8,384.26 100,611.10	56.835736 4,546.86 9,851.53 118,218.33	65.300391 5,224.03 11,318.73 135,824.81
NRP	26	Environmental Hlth Supervisor	020147	80.00	41.784162 3,342.73 7,242.59 86,911.06	49.096623 3,927.73 8,510.08 102,120.98	56.409267 4,512.74 9,777.61 117,331.28
NRP	28	Environmental Svcs Supervisor	020745	80.00	46.067234 3,685.38 7,984.99 95,819.85	54.128992 4,330.32 9,382.36 112,588.30	62.190749 4,975.26 10,779.73 129,356.76
NRP	21	Executive Assistant	020629	80.00	32.739179 2,619.13 5,674.79 68,097.49	38.468836 3,077.51 6,667.93 80,015.18	44.198134 3,535.85 7,661.01 91,932.12
NRP	30	Facilities Construction Mgr	020502	80.00	50.789194 4,063.14 8,803.46 105,641.52	59.677441 4,774.20 10,344.09 124,129.08	68.565691 5,485.26 11,884.72 142,616.64
NRP	34	Facilities Mgt Div Director	020501	80.00	61.734768 4,938.78 10,700.69 128,408.32	72.538177 5,803.05 12,573.28 150,879.41	83.341593 6,667.33 14,445.88 173,350.51
NRP	30	Facilities Operations Manager	020469	80.00	50.789194 4,063.14 8,803.46 105,641.52	59.677441 4,774.20 10,344.09 124,129.08	68.565691 5,485.26 11,884.72 142,616.64

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	29	Field Operations Supervisor	020770	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	30	Fleet Manager	020425	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	33	Government Affairs Manager	020369	80.00	58,794.629	69,083.759	79,373.063
					4,703.57	5,526.70	6,349.85
					10,191.07	11,974.52	13,758.00
					122,292.83	143,694.22	165,095.97
NRP	30	Grants Manager	020076	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	33	H3S Services Division Mgr, Sr	020277	80.00	58,794.629	69,083.759	79,373.063
					4,703.57	5,526.70	6,349.85
					10,191.07	11,974.52	13,758.00
					122,292.83	143,694.22	165,095.97
NRP	33	HACC Development Manager	020835	80.00	58,794.629	69,083.759	79,373.063
					4,703.57	5,526.70	6,349.85
					10,191.07	11,974.52	13,758.00
					122,292.83	143,694.22	165,095.97
NRP	31	HC Admin & Financial Serv Mgr	020214	80.00	53,328.949	62,661.488	71,994.203
					4,266.32	5,012.92	5,759.54
					9,243.68	10,861.32	12,479.00
					110,924.21	130,335.90	149,747.94
NRP	27	HR Business Systems Analyst 1	020572	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	29	HR Business Systems Analyst 2	020734	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	35	Health Centers Div Director	020529	80.00	64,821.015	76,164.988	87,508.780
					5,185.68	6,093.20	7,000.70
					11,235.64	13,201.93	15,168.19
					134,827.71	158,423.18	182,018.26
NRP	35	Housing & CD Div Director	020830	80.00	64,821.015	76,164.988	87,508.780
					5,185.68	6,093.20	7,000.70
					11,235.64	13,201.93	15,168.19
					134,827.71	158,423.18	182,018.26
NRP	32	Housing & Com Dev Finance Mgr	020278	80.00	55,995.210	65,794.164	75,593.303
					4,479.62	5,263.53	6,047.46
					9,705.84	11,404.32	13,102.84
					116,470.04	136,851.86	157,234.07

**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	29	Housing Asset Manager	020832	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	31	Housing Operations Manager	020846	80.00	53,328.949	62,661.488	71,994.203
					4,266.32	5,012.92	5,759.54
					9,243.68	10,861.32	12,479.00
					110,924.21	130,335.90	149,747.94
NRP	27	Housing Portfolio Manager	020857	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	24	Housing Prop Mgmt Supervisor	020831	80.00	37,899.848	44,532.293	51,164.743
					3,031.99	3,562.58	4,093.18
					6,569.31	7,718.93	8,868.56
					78,831.68	92,627.17	106,422.67
NRP	26	Human Resources Analyst 1	020730	80.00	41,784.162	49,096.623	56,409.267
					3,342.73	3,927.73	4,512.74
					7,242.59	8,510.08	9,777.61
					86,911.06	102,120.98	117,331.28
NRP	27	Human Resources Analyst 2	020449	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	29	Human Resources Analyst 3	020671	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	19Y	Human Resources Assistant	020086	80.00	30,831.194	35,460.134	40,089.075
					2,466.50	2,836.81	3,207.13
					5,344.07	6,146.42	6,948.77
					64,128.88	73,757.08	83,385.28
NRP	30	Human Resources Manager	020711	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	32	Human Resources Manager,Senior	020714	80.00	55,995.210	65,794.164	75,593.303
					4,479.62	5,263.53	6,047.46
					9,705.84	11,404.32	13,102.84
					116,470.04	136,851.86	157,234.07
NRP	29	Human Resources Program Cord	020082	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	22	Human Resources Specialist	020087	80.00	34,375.965	40,391.919	46,407.873
					2,750.08	3,231.35	3,712.63
					5,958.50	7,001.27	8,044.03
					71,502.01	84,015.19	96,528.38

**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	22	Human Resources Specialist	B20087	80.00	34,375.965	40,391.919	46,407.873
					2,750.08	3,231.35	3,712.63
					5,958.50	7,001.27	8,044.03
					71,502.01	84,015.19	96,528.38
NRP	29	Human Resources Supervisor	020739	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	29	Human Services Manager	020562	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	25	Human Services Supervisor	C20561	80.00	39,794.678	46,758.769	53,723.032
					3,183.57	3,740.70	4,297.84
					6,897.74	8,104.85	9,311.99
					82,772.93	97,258.24	111,743.91
NRP	25	Human Services Supervisor	020561	80.00	39,794.678	46,758.769	53,723.032
					3,183.57	3,740.70	4,297.84
					6,897.74	8,104.85	9,311.99
					82,772.93	97,258.24	111,743.91
NRP	29	Internal Auditor, Principal	020078	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	27	Internal Auditor, Senior	020145	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	25	Internal Auditor, Staff	020158	80.00	39,794.678	46,758.769	53,723.032
					3,183.57	3,740.70	4,297.84
					6,897.74	8,104.85	9,311.99
					82,772.93	97,258.24	111,743.91
NRP	28	Juvenile Department Supv	020207	80.00	46,067.234	54,128.992	62,190.749
					3,685.38	4,330.32	4,975.26
					7,984.99	9,382.36	10,779.73
					95,819.85	112,588.30	129,356.76
NRP	31	Juvenile Division Manager	020190	80.00	53,328.949	62,661.488	71,994.203
					4,266.32	5,012.92	5,759.54
					9,243.68	10,861.32	12,479.00
					110,924.21	130,335.90	149,747.94
NRP	28	Laboratory Supervisor	020890	80.00	46,067.234	54,128.992	62,190.749
					3,685.38	4,330.32	4,975.26
					7,984.99	9,382.36	10,779.73
					95,819.85	112,588.30	129,356.76
NRP	30	Land Surveyor Supervisor	020306	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	24	Law Library Director	020258	75.00	37,899,848 2,842.49 6,158.73 73,904.70	44,532,293 3,339.92 7,236.50 86,837.97	51,164,743 3,837.36 8,314.27 99,771.25
NRP	26	Leave and Accommod Analyst	020737	80.00	41,784,162 3,342.73 7,242.59 86,911.06	49,096,623 3,927.73 8,510.08 102,120.98	56,409,267 4,512.74 9,777.61 117,331.28
NRP	24	Legal Office Supervisor	020017	75.00	37,899,848 2,842.49 6,158.73 73,904.70	44,532,293 3,339.92 7,236.50 86,837.97	51,164,743 3,837.36 8,314.27 99,771.25
		Legal Office Supervisor	020017	80.00	37,899,848 3,031.99 6,569.31 78,831.68	44,532,293 3,562.58 7,718.93 92,627.17	51,164,743 4,093.18 8,868.56 106,422.67
NRP	31	Library Manager	020259	80.00	53,328,949 4,266.32 9,243.68 110,924.21	62,661,488 5,012.92 10,861.32 130,335.90	71,994,203 5,759.54 12,479.00 149,747.94
NRP	33	Library Network Manager	020260	80.00	58,794,629 4,703.57 10,191.07 122,292.83	69,083,759 5,526.70 11,974.52 143,694.22	79,373,063 6,349.85 13,758.00 165,095.97
NRP	24	Library Section Supervisor	020255	80.00	37,899,848 3,031.99 6,569.31 78,831.68	44,532,293 3,562.58 7,718.93 92,627.17	51,164,743 4,093.18 8,868.56 106,422.67
NRP	47	Medical Director	020521	80.00	116,421,760 9,313.74 20,179.77 242,157.26	136,781,920 10,942.55 23,708.87 284,506.39	157,142,260 12,571.38 27,237.99 326,855.90
NRP	25	Medicolegal Death Inv Supv	020511	80.00	39,794,678 3,183.57 6,897.74 82,772.93	46,758,769 3,740.70 8,104.85 97,258.24	53,723,032 4,297.84 9,311.99 111,743.91
NRP	29	Medicolegal Death Inv, Chief	020519	80.00	48,370,721 3,869.66 8,384.26 100,611.10	56,835,736 4,546.86 9,851.53 118,218.33	65,300,391 5,224.03 11,318.73 135,824.81
NRP	29	Mental Health Program Supv	020593	80.00	48,370,721 3,869.66 8,384.26 100,611.10	56,835,736 4,546.86 9,851.53 118,218.33	65,300,391 5,224.03 11,318.73 135,824.81
NRP	32	NCPRD Division Director	020839	80.00	55,995,210 4,479.62 9,705.84 116,470.04	65,794,164 5,263.53 11,404.32 136,851.86	75,593,303 6,047.46 13,102.84 157,234.07

**CLACKAMAS COUNTY
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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	35	Nurse Practitioner Supervisor	020517	80.00	64,821.015	76,164.988	87,508.780
					5,185.68	6,093.20	7,000.70
					11,235.64	13,201.93	15,168.19
					134,827.71	158,423.18	182,018.26
NRP	27	Office Manager	B20634	75.00	43,873.154	51,551.445	59,229.559
					3,290.49	3,866.36	4,442.22
					7,129.39	8,377.11	9,624.80
					85,552.65	100,525.32	115,497.64
		Office Manager	B20634	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	27	Office Manager	020634	75.00	43,873.154	51,551.445	59,229.559
					3,290.49	3,866.36	4,442.22
					7,129.39	8,377.11	9,624.80
					85,552.65	100,525.32	115,497.64
		Office Manager	020634	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	22	Office Supervisor	020633	75.00	34,375.965	40,391.919	46,407.873
					2,578.20	3,029.39	3,480.59
					5,586.09	6,563.69	7,541.28
		Office Supervisor	020633	80.00	34,375.965	40,391.919	46,407.873
					2,750.08	3,231.35	3,712.63
					5,958.50	7,001.27	8,044.03
					71,502.01	84,015.19	96,528.38
NRP	25	Park Maintenance Supervisor	020459	80.00	39,794.678	46,758.769	53,723.032
					3,183.57	3,740.70	4,297.84
					6,897.74	8,104.85	9,311.99
					82,772.93	97,258.24	111,743.91
NRP	24	Park Operations Supervisor	020456	80.00	37,899.848	44,532.293	51,164.743
					3,031.99	3,562.58	4,093.18
					6,569.31	7,718.93	8,868.56
					78,831.68	92,627.17	106,422.67
NRP	31	Parks Manager	020385	80.00	53,328.949	62,661.488	71,994.203
					4,266.32	5,012.92	5,759.54
					9,243.68	10,861.32	12,479.00
					110,924.21	130,335.90	149,747.94
NRP	30	Payroll Manager	020023	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	29	Permit Lobby Supervisor	020894	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	45	Physician Supervisor	020555	80.00	105,597.840 8,447.83 18,303.63 219,643.51	124,065.330 9,925.23 21,504.66 258,055.89	142,532.640 11,402.61 24,705.66 296,467.89
NRP	34	Planning Director	020358	80.00	61,734.768 4,938.78 10,700.69 128,408.32	72,538.177 5,803.05 12,573.28 150,879.41	83,341.593 6,667.33 14,445.88 173,350.51
NRP	31	Planning Manager	020359	80.00	53,328.949 4,266.32 9,243.68 110,924.21	62,661.488 5,012.92 10,861.32 130,335.90	71,994.203 5,759.54 12,479.00 149,747.94
NRP	29	Plans Examiner Supervisor	020896	80.00	48,370.721 3,869.66 8,384.26 100,611.10	56,835.736 4,546.86 9,851.53 118,218.33	65,300.391 5,224.03 11,318.73 135,824.81
NRP	28	Plumbing Inspector Supv	020898	80.00	46,067.234 3,685.38 7,984.99 95,819.85	54,128.992 4,330.32 9,382.36 112,588.30	62,190.749 4,975.26 10,779.73 129,356.76
NRP	26	Policy Advisor	020022	75.00	41,784.162 3,133.81 6,789.93 81,479.12	49,096.623 3,682.25 7,978.20 95,738.41	56,409.267 4,230.70 9,166.51 109,998.07
		Policy Advisor	020022	80.00	41,784.162 3,342.73 7,242.59 86,911.06	49,096.623 3,927.73 8,510.08 102,120.98	56,409.267 4,512.74 9,777.61 117,331.28
NRP	27Y	Policy, Perf & Research An, Sr	C20627	80.00	44,991.225 3,599.30 7,798.48 93,581.75	52,110.392 4,168.83 9,032.47 108,389.62	59,229.559 4,738.36 10,266.46 123,197.48
NRP	27Y	Policy, Perf & Research An, Sr	020627	80.00	44,991.225 3,599.30 7,798.48 93,581.75	52,110.392 4,168.83 9,032.47 108,389.62	59,229.559 4,738.36 10,266.46 123,197.48
NRP	28	Prevention Unit Manager	020183	80.00	46,067.234 3,685.38 7,984.99 95,819.85	54,128.992 4,330.32 9,382.36 112,588.30	62,190.749 4,975.26 10,779.73 129,356.76
NRP	32	Procurement Manager	020420	80.00	55,995.210 4,479.62 9,705.84 116,470.04	65,794.164 5,263.53 11,404.32 136,851.86	75,593.303 6,047.46 13,102.84 157,234.07
NRP	25	Program Supervisor	D20587	80.00	39,794.678 3,183.57 6,897.74 82,772.93	46,758.769 3,740.70 8,104.85 97,258.24	53,723.032 4,297.84 9,311.99 111,743.91

**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	25	Program Supervisor	C20587	80.00	39.794678 3,183.57 6,897.74 82,772.93	46.758769 3,740.70 8,104.85 97,258.24	53.723032 4,297.84 9,311.99 111,743.91
NRP	25	Program Supervisor	020587	80.00	39.794678 3,183.57 6,897.74 82,772.93	46.758769 3,740.70 8,104.85 97,258.24	53.723032 4,297.84 9,311.99 111,743.91
NRP	92	Project Manager B (Lt Term)	020992	75.00	39.794678 2,984.60 6,466.64 77,599.62	49.512119 3,713.41 8,045.72 96,548.63	59.229559 4,442.22 9,624.80 115,497.64
		Project Manager B (Lt Term)	020992	80.00	39.794678 3,183.57 6,897.74 82,772.93	49.512119 3,960.97 8,582.10 102,985.21	59.229559 4,738.36 10,266.46 123,197.48
NRP	93	Project Manager C (Lt Term)	020993	75.00	46.067234 3,455.04 7,485.93 89,831.11	57.316463 4,298.73 9,313.93 111,767.10	68.565691 5,142.43 11,141.92 133,703.10
		Project Manager C (Lt Term)	020993	80.00	46.067234 3,685.38 7,984.99 95,819.85	57.316463 4,585.32 9,934.85 119,218.24	68.565691 5,485.26 11,884.72 142,616.64
NRP	94	Project Manager D (Lt Term)	020994	75.00	53.328949 3,999.67 8,665.95 103,991.45	66.351007 4,976.33 10,782.04 129,384.46	79.373063 5,952.98 12,898.12 154,777.47
		Project Manager D (Lt Term)	020994	80.00	53.328949 4,266.32 9,243.68 110,924.21	66.351007 5,308.08 11,500.84 138,010.09	79.373063 6,349.85 13,758.00 165,095.97
NRP	96	Project Manager F(Lt Term)	020996	75.00	71.459597 5,359.47 11,612.18 139,346.21	88.912228 6,668.42 14,448.24 173,378.84	106.364860 7,977.36 17,284.29 207,411.48
		Project Manager F(Lt Term)	020996	80.00	71.459597 5,716.77 12,386.33 148,635.96	88.912228 7,112.98 15,411.45 184,937.43	106.364860 8,509.19 18,436.58 221,238.91
NRP	97	Project Manager G(Lt Term)	020997	75.00	82.728224 6,204.62 13,443.34 161,320.04	102.379610 7,678.47 16,636.69 199,640.24	122.031000 9,152.33 19,830.04 237,960.45
		Project Manager G(Lt Term)	020997	80.00	82.728224 6,618.26 14,339.56 172,074.71	102.379610 8,190.37 17,745.80 212,949.59	122.031000 9,762.48 21,152.04 253,824.48

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	48	Psychiatrist Supervisor	020581	80.00	122,242,840 9,779.43 21,188.76 254,265.11	143,621,130 11,489.69 24,894.33 298,731.95	164,999,420 13,199.95 28,599.90 343,198.79
NRP	30	Public Affairs Manager	020048	80.00	50,789,194 4,063.14 8,803.46 105,641.52	59,677,441 4,774.20 10,344.09 124,129.08	68,565,691 5,485.26 11,884.72 142,616.64
NRP	34	Public Health Div Director	020531	80.00	61,734,768 4,938.78 10,700.69 128,408.32	72,538,177 5,803.05 12,573.28 150,879.41	83,341,593 6,667.33 14,445.88 173,350.51
NRP	29	Public Health Program Manager	B20528	80.00	48,370,721 3,869.66 8,384.26 100,611.10	56,835,736 4,546.86 9,851.53 118,218.33	65,300,391 5,224.03 11,318.73 135,824.81
NRP	29	Public Health Program Manager	020528	80.00	48,370,721 3,869.66 8,384.26 100,611.10	56,835,736 4,546.86 9,851.53 118,218.33	65,300,391 5,224.03 11,318.73 135,824.81
NRP	28	Public Information Officer	020043	80.00	46,067,234 3,685.38 7,984.99 95,819.85	54,128,992 4,330.32 9,382.36 112,588.30	62,190,749 4,975.26 10,779.73 129,356.76
NRP	29	Quality and Data Manager	020215	80.00	48,370,721 3,869.66 8,384.26 100,611.10	56,835,736 4,546.86 9,851.53 118,218.33	65,300,391 5,224.03 11,318.73 135,824.81
NRP	28	Quality and Data Supervisor	020226	80.00	46,067,234 3,685.38 7,984.99 95,819.85	54,128,992 4,330.32 9,382.36 112,588.30	62,190,749 4,975.26 10,779.73 129,356.76
NRP	28	Recording Manager	020050	80.00	46,067,234 3,685.38 7,984.99 95,819.85	54,128,992 4,330.32 9,382.36 112,588.30	62,190,749 4,975.26 10,779.73 129,356.76
NRP	27	Records & Information Manager	020052	80.00	43,873,154 3,509.85 7,604.68 91,256.16	51,551,445 4,124.12 8,935.58 107,227.01	59,229,559 4,738.36 10,266.46 123,197.48
NRP	27	Recreation Manager	020463	80.00	43,873,154 3,509.85 7,604.68 91,256.16	51,551,445 4,124.12 8,935.58 107,227.01	59,229,559 4,738.36 10,266.46 123,197.48
NRP	25	Recreation Supervisor	020465	75.00	39,794,678 2,984.60 6,466.64 77,599.62	46,758,769 3,506.91 7,598.30 91,179.60	53,723,032 4,029.23 8,729.99 104,759.91
		Recreation Supervisor	020465	80.00	39,794,678 3,183.57 6,897.74 82,772.93	46,758,769 3,740.70 8,104.85 97,258.24	53,723,032 4,297.84 9,311.99 111,743.91

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
NRP	28	Resolution Services Manager	020290	80.00	46,067.234	54,128.992	62,190.749
					3,685.38	4,330.32	4,975.26
					7,984.99	9,382.36	10,779.73
					95,819.85	112,588.30	129,356.76
NRP	27	Risk & Loss Control Analyst	020397	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	31	Senior Policy Advisor	020060	80.00	53,328.949	62,661.488	71,994.203
					4,266.32	5,012.92	5,759.54
					9,243.68	10,861.32	12,479.00
					110,924.21	130,335.90	149,747.94
NRP	34	Social Services Div Director	020244	80.00	61,734.768	72,538.177	83,341.593
					4,938.78	5,803.05	6,667.33
					10,700.69	12,573.28	14,445.88
					128,408.32	150,879.41	173,350.51
NRP	28	Structural/Mech Inspect Supv	020897	80.00	46,067.234	54,128.992	62,190.749
					3,685.38	4,330.32	4,975.26
					7,984.99	9,382.36	10,779.73
					95,819.85	112,588.30	129,356.76
NRP	29	Survey and CADD Supervisor	020735	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	30	Sustainability & SW Manager	020165	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	34	Technology Services Manager	020689	80.00	61,734.768	72,538.177	83,341.593
					4,938.78	5,803.05	6,667.33
					10,700.69	12,573.28	14,445.88
					128,408.32	150,879.41	173,350.51
NRP	30	Tourism Programs Manager	020368	80.00	50,789.194	59,677.441	68,565.691
					4,063.14	4,774.20	5,485.26
					8,803.46	10,344.09	11,884.72
					105,641.52	124,129.08	142,616.64
NRP	35	Transportation Eng Manager	020390	80.00	64,821.015	76,164.988	87,508.780
					5,185.68	6,093.20	7,000.70
					11,235.64	13,201.93	15,168.19
					134,827.71	158,423.18	182,018.26
NRP	26	Transportation Maint Supv	020412	80.00	41,784.162	49,096.623	56,409.267
					3,342.73	3,927.73	4,512.74
					7,242.59	8,510.08	9,777.61
					86,911.06	102,120.98	117,331.28
NRP	34	Transportation Ops Manager	020424	80.00	61,734.768	72,538.177	83,341.593
					4,938.78	5,803.05	6,667.33
					10,700.69	12,573.28	14,445.88
					128,408.32	150,879.41	173,350.51

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

<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	Victim Assist Program Director	020768	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48
NRP	22	Victim Assistance Supervisor	020740	80.00	34,375.965	40,391.919	46,407.873
					2,750.08	3,231.35	3,712.63
					5,958.50	7,001.27	8,044.03
					71,502.01	84,015.19	96,528.38
NRP	34	WES Tech Division Manager	020778	80.00	61,734.768	72,538.177	83,341.593
					4,938.78	5,803.05	6,667.33
					10,700.69	12,573.28	14,445.88
					128,408.32	150,879.41	173,350.51
NRP	29	Wastewater Maint Supervisor	020814	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	29	Wastewater Plant Oprs Supv	020828	80.00	48,370.721	56,835.736	65,300.391
					3,869.66	4,546.86	5,224.03
					8,384.26	9,851.53	11,318.73
					100,611.10	118,218.33	135,824.81
NRP	27	Workers Compensation Analyst	020398	80.00	43,873.154	51,551.445	59,229.559
					3,509.85	4,124.12	4,738.36
					7,604.68	8,935.58	10,266.46
					91,256.16	107,227.01	123,197.48