

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 09/01/2025**

Salary Plan	Grade	Job Title	JobCode	Std Hours								
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
POA	16	Accountant 1	X05476	80.00	*	*	*	*	*	*		
POA	22C	Accountant, Senior - SO*	005474	80.00	40.899133	42.886832	44.971132	47.156729	49.448546	51.782109		
					3,271.93	3,430.95	3,597.69	3,772.54	3,955.88	4,142.57		
					7,089.18	7,433.72	7,795.00	8,173.83	8,571.08	8,975.57		
					85,070.20	89,204.61	93,539.95	98,086.00	102,852.98	107,706.79		
POA	13	Accounting Specialist 1	X05098	80.00	*	*	*	*	*	*		
POA	15	Accounting Specialist 2 - SO	B05478	80.00	29.020027	30.432740	31.992175	33.568978	35.308864	37.048958		
					2,321.60	2,434.62	2,559.37	2,685.52	2,824.71	2,963.92		
					5,030.14	5,275.01	5,545.31	5,818.62	6,120.20	6,421.82		
					60,361.66	63,300.10	66,543.72	69,823.47	73,442.44	77,061.83		
POA	16	Accounting Specialist 3	X05713	80.00	*	*	*	*	*	*		
POA	15	Administrative Specialist 1 SO	X05621	80.00	29.020027	30.432740	31.992175	33.568978	35.308864	37.048958		
					2,321.60	2,434.62	2,559.37	2,685.52	2,824.71	2,963.92		
					5,030.14	5,275.01	5,545.31	5,818.62	6,120.20	6,421.82		
					60,361.66	63,300.10	66,543.72	69,823.47	73,442.44	77,061.83		
POA	17	Administrative Specialist 2	X05622	80.00	*	*	*	*	*	*		
POA	20	Background Investigator	005114	80.00	37.048958	38.879479	40.819194	42.994257	45.114226	47.417047		
					2,963.92	3,110.36	3,265.54	3,439.54	3,609.14	3,793.36		
					6,421.82	6,739.11	7,075.33	7,452.34	7,819.80	8,218.95		
					77,061.83	80,869.32	84,903.92	89,428.05	93,837.59	98,627.46		
POA	11	Building Maint Assistant	B05472	80.00	24.106767	25.249595	26.499816	27.877195	29.020027	30.432740		
					1,928.54	2,019.97	2,119.99	2,230.18	2,321.60	2,434.62		
					4,178.51	4,376.60	4,593.30	4,832.05	5,030.14	5,275.01		
					50,142.08	52,519.16	55,119.62	57,984.57	60,361.66	63,300.10		
POA	21	Building Maint Coordinator	B05473	80.00	38.879479	40.819194	42.994257	45.114226	47.417047	49.845429		
					3,110.36	3,265.54	3,439.54	3,609.14	3,793.36	3,987.63		
					6,739.11	7,075.33	7,452.34	7,819.80	8,218.95	8,639.87		
					80,869.32	84,903.92	89,428.05	93,837.59	98,627.46	103,678.49		

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Salary Plan	Grade	Job Title	JobCode	Std Hours							
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
POA	19	Building Maint Spec, Sr	B05470	80.00	35.308864	37.048958	38.879479	40.819194	42.994257	45.114226	
					2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	3,609.14	
					6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	7,819.80	
					73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	93,837.59	
POA	17	Building Maint Specialist	C05471	80.00	31.992175	33.568978	35.308864	37.048958	38.879479	40.819194	
					2,559.37	2,685.52	2,824.71	2,963.92	3,110.36	3,265.54	
					5,545.31	5,818.62	6,120.20	6,421.82	6,739.11	7,075.33	
					66,543.72	69,823.47	73,442.44	77,061.83	80,869.32	84,903.92	
POA	15	Community Service Officer	005101	80.00	29.020027	30.432740	31.992175	33.568978	35.308864	37.048958	
					2,321.60	2,434.62	2,559.37	2,685.52	2,824.71	2,963.92	
					5,030.14	5,275.01	5,545.31	5,818.62	6,120.20	6,421.82	
					60,361.66	63,300.10	66,543.72	69,823.47	73,442.44	77,061.83	
POA	17	Community Service Officer, Sr	005108	80.00	31.992175	33.568978	35.308864	37.048958	38.879479	40.819194	
					2,559.37	2,685.52	2,824.71	2,963.92	3,110.36	3,265.54	
					5,545.31	5,818.62	6,120.20	6,421.82	6,739.11	7,075.33	
					66,543.72	69,823.47	73,442.44	77,061.83	80,869.32	84,903.92	
POA	13	Cook	B05219	80.00	26.499816	27.877195	29.020027	30.432740	31.992175	33.568978	
					2,119.99	2,230.18	2,321.60	2,434.62	2,559.37	2,685.52	
					4,593.30	4,832.05	5,030.14	5,275.01	5,545.31	5,818.62	
					55,119.62	57,984.57	60,361.66	63,300.10	66,543.72	69,823.47	
POA	21	Crime Analyst	005113	80.00	38.879479	40.819194	42.994257	45.114226	47.417047	49.845429	
					3,110.36	3,265.54	3,439.54	3,609.14	3,793.36	3,987.63	
					6,739.11	7,075.33	7,452.34	7,819.80	8,218.95	8,639.87	
					80,869.32	84,903.92	89,428.05	93,837.59	98,627.46	103,678.49	
POA	16C	Crime Scene Investigator 1	005128	80.00				35.308864	37.048958	38.879479	
								2,824.71	2,963.92	3,110.36	
								6,120.20	6,421.82	6,739.11	
								73,442.44	77,061.83	80,869.32	
POA	22	Crime Scene Investigator 2	005111	80.00	40.819194	42.994257	45.114226	47.417047	49.845429	52.274013	
					3,265.54	3,439.54	3,609.14	3,793.36	3,987.63	4,181.92	
					7,075.33	7,452.34	7,819.80	8,218.95	8,639.87	9,060.83	
					84,903.92	89,428.05	93,837.59	98,627.46	103,678.49	108,729.95	
POA	13	Criminal Records Specialist	005138	80.00	26.499816	27.877195	29.020027	30.432740	31.992175	33.568978	
					2,119.99	2,230.18	2,321.60	2,434.62	2,559.37	2,685.52	
					4,593.30	4,832.05	5,030.14	5,275.01	5,545.31	5,818.62	
					55,119.62	57,984.57	60,361.66	63,300.10	66,543.72	69,823.47	
POA	56	DA Investigator	005151	80.00	49.805707	52.423926	55.189070	58.100733	61.158121	64.380991	67.600040
					3,984.46	4,193.91	4,415.13	4,648.06	4,892.65	5,150.48	5,408.00
					8,632.99	9,086.81	9,566.11	10,070.79	10,600.74	11,159.37	11,717.34
					103,595.87	109,041.77	114,793.27	120,849.52	127,208.89	133,912.46	140,608.08

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POA	58	DA Investigator, Senior	005152	80.00	55.189070 4,415.13 9,566.11 114,793.27	58.100733 4,648.06 10,070.79 120,849.52	61.158121 4,892.65 10,600.74 127,208.89	64.380991 5,150.48 11,159.37 133,912.46	67.599875 5,407.99 11,717.31 140,607.74	70.980046 5,678.40 12,303.21 147,638.50	74.529047 5,962.32 12,918.37 155,020.42
POA	20B	Deputy Sheriff	005103	80.00		38.879479 3,110.36 6,739.11 80,869.32	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.95 98,627.46	49.787899 3,983.03 8,629.90 103,558.83
POA	20A	Deputy Sheriff, Recruit	005119	80.00	37.048958 2,963.92 6,421.82 77,061.83						
POA	24A	Detective	005105	80.00	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.96 98,627.46	49.845429 3,987.63 8,639.87 103,678.49	52.274013 4,181.92 9,060.83 108,729.95	54.887713 4,391.02 9,513.87 114,166.44		
POA	22	Digital Forensics Analyst	005131	80.00	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.95 98,627.46	49.845429 3,987.63 8,639.87 103,678.49	52.274013 4,181.92 9,060.83 108,729.95	
POA	23	Disaster Mgmt Prog Coordinator	005927	80.00	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.95 98,627.46	49.845429 3,987.63 8,639.87 103,678.49	52.274013 4,181.92 9,060.83 108,729.95	54.975076 4,398.01 9,529.01 114,348.16	
POA	22B	Evidence Technician	005104	80.00	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.95 98,627.46	49.845429 3,987.63 8,639.87 103,678.49	52.274013 4,181.92 9,060.83 108,729.95	54.887713 4,391.02 9,513.87 114,166.44
POA	24X	Financial Analyst - SO	C05477	80.00	44.991225 3,599.30 7,798.48 93,581.75	47.240786 3,779.26 8,188.40 98,260.83	49.602826 3,968.23 8,597.82 103,173.88	52.082967 4,166.64 9,027.71 108,332.57	54.687115 4,374.97 9,479.10 113,749.20	56.959833 4,556.79 9,873.04 118,476.45	
POA	19	Food Service Coordinator	005123	80.00	35.308864 2,824.71 6,120.20 73,442.44	37.048958 2,963.92 6,421.82 77,061.83	38.879479 3,110.36 6,739.11 80,869.32	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	
POA	19	Forensic Video Analyst	005134	80.00	35.308864 2,824.71 6,120.20 73,442.44	37.048958 2,963.92 6,421.82 77,061.83	38.879479 3,110.36 6,739.11 80,869.32	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	

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**AS OF 09/01/2025**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
POA	13	Human Services Assistant	X05187	80.00	*	*	*	*	*	*	
POA	18	Human Services Coordinator 2	E05563	80.00	33,568.978	35,308.864	37,048.958	38,879.479	40,819.194	42,994.257	
					2,685.52	2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	
					5,818.62	6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	
					69,823.47	73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	
POA	20B	Jail Deputy	005121	80.00		38,879.479	40,819.194	42,994.257	45,114.226	47,417.047	49,787.899
						3,110.36	3,265.54	3,439.54	3,609.14	3,793.36	3,983.03
						6,739.11	7,075.33	7,452.34	7,819.80	8,218.95	8,629.90
						80,869.32	84,903.92	89,428.05	93,837.59	98,627.46	103,558.83
POA	20A	Jail Deputy, Recruit	005120	80.00	37,048.958						
					2,963.92						
					6,421.82						
					77,061.83						
POA	26A	Jail Sergeant	005122	80.00		52,274.013	54,975.076	57,657.777	60,540.667		
						4,181.92	4,398.01	4,612.62	4,843.27		
						9,060.83	9,529.01	9,994.01	10,493.72		
						108,729.95	114,348.16	119,928.18	125,924.89		
POA	14	Jail Services Technician	005130	80.00	27,877.195	29,020.027	30,432.740	31,992.175	33,568.978	35,308.864	
					2,230.18	2,321.60	2,434.62	2,559.37	2,685.52	2,824.71	
					4,832.05	5,030.14	5,275.01	5,545.31	5,818.62	6,120.20	
					57,984.57	60,361.66	63,300.10	66,543.72	69,823.47	73,442.44	
POA	19C	MH Services Coord - SO	005565	80.00	35,432.637	37,164.126	38,980.228	40,885.078	42,883.013	44,991.225	
					2,834.61	2,973.13	3,118.42	3,270.81	3,430.64	3,599.30	
					6,141.66	6,441.78	6,756.57	7,086.75	7,433.06	7,798.48	
					73,699.88	77,301.38	81,078.87	85,040.96	89,196.67	93,581.75	
POA	19	Management Analyst 1	E05623	80.00	35,308.864	37,048.958	38,879.479	40,819.194	42,994.257	45,114.226	
					2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	3,609.14	
					6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	7,819.80	
					73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	93,837.59	
POA	19	Management Analyst 1	F05623	80.00	35,308.864	37,048.958	38,879.479	40,819.194	42,994.257	45,114.226	
					2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	3,609.14	
					6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	7,819.80	
					73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	93,837.59	
POA	21	Management Analyst 2	G05624	80.00	38,879.479	40,819.194	42,994.257	45,114.226	47,417.047	49,845.429	
					3,110.36	3,265.54	3,439.54	3,609.14	3,793.36	3,987.63	
					6,739.11	7,075.33	7,452.34	7,819.80	8,218.95	8,639.87	
					80,869.32	84,903.92	89,428.05	93,837.59	98,627.46	103,678.49	

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
POA	21	Management Analyst 2	E05624	80.00	38.879479	40.819194	42.994257	45.114226	47.417047	49.845429	
					3,110.36	3,265.54	3,439.54	3,609.14	3,793.36	3,987.63	
					6,739.11	7,075.33	7,452.34	7,819.80	8,218.95	8,639.87	
					80,869.32	84,903.92	89,428.05	93,837.59	98,627.46	103,678.49	
POA	23	Management Analyst, Senior	D05625	80.00	42.994257	45.114226	47.417047	49.845429	52.274013	54.975076	
					3,439.54	3,609.14	3,793.36	3,987.63	4,181.92	4,398.01	
					7,452.34	7,819.80	8,218.95	8,639.87	9,060.83	9,529.01	
					89,428.05	93,837.59	98,627.46	103,678.49	108,729.95	114,348.16	
POA	18	Medicolegal Death Investigator	005518	80.00	33.568978	35.308864	37.048958	38.879479	40.819194	42.994257	
					2,685.52	2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	
					5,818.62	6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	
					69,823.47	73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	
POA	19	Microcomputer Specialist 1	B05678	80.00	35.308864	37.048958	38.879479	40.819194	42.994257	45.114226	
					2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	3,609.14	
					6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	7,819.80	
					73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	93,837.59	
POA	25	Microcomputer Specialist, Sr	B05674	80.00	47.417047	49.845429	52.274013	54.975076	57.657777	60.594192	
					3,793.36	3,987.63	4,181.92	4,398.01	4,612.62	4,847.54	
					8,218.95	8,639.87	9,060.83	9,529.01	9,994.01	10,502.99	
					98,627.46	103,678.49	108,729.95	114,348.16	119,928.18	126,035.92	
POA	10	Office Specialist 1	C05631	80.00	22.838376	24.106767	25.249595	26.499816	27.877195	29.020027	
					1,827.07	1,928.54	2,019.97	2,119.99	2,230.18	2,321.60	
					3,958.65	4,178.51	4,376.60	4,593.30	4,832.05	5,030.14	
					47,503.82	50,142.08	52,519.16	55,119.62	57,984.57	60,361.66	
POA	12	Office Specialist 2	D05632	80.00	25.249595	26.499816	27.877195	29.020027	30.432740	31.992175	
					2,019.97	2,119.99	2,230.18	2,321.60	2,434.62	2,559.37	
					4,376.60	4,593.30	4,832.05	5,030.14	5,275.01	5,545.31	
					52,519.16	55,119.62	57,984.57	60,361.66	63,300.10	66,543.72	
POA	22	Pol, Perf & Research Analyst	G05626	80.00	40.819194	42.994257	45.114226	47.417047	49.845429	52.274013	
					3,265.54	3,439.54	3,609.14	3,793.36	3,987.63	4,181.92	
					7,075.33	7,452.34	7,819.80	8,218.95	8,639.87	9,060.83	
					84,903.92	89,428.05	93,837.59	98,627.46	103,678.49	108,729.95	
POA	23	Policy, Perf & Research An, Sr	E05627	80.00	42.994257	45.114226	47.417047	49.845429	52.274013	54.975076	
					3,439.54	3,609.14	3,793.36	3,987.63	4,181.92	4,398.01	
					7,452.34	7,819.80	8,218.95	8,639.87	9,060.83	9,529.01	
					89,428.05	93,837.59	98,627.46	103,678.49	108,729.95	114,348.16	
POA	18	Property & Evidence Cord	005124	80.00	33.568978	35.308864	37.048958	38.879479	40.819194	42.994257	
					2,685.52	2,824.71	2,963.92	3,110.36	3,265.54	3,439.54	
					5,818.62	6,120.20	6,421.82	6,739.11	7,075.33	7,452.34	
					69,823.47	73,442.44	77,061.83	80,869.32	84,903.92	89,428.05	

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
POA	16B	Property & Evidence Specialist	005118	80.00	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	35.308864 2,824.71 6,120.20 73,442.44			
POA	15	Public Range Training Speciali	005871	80.00	29.020027 2,321.60 5,030.14 60,361.66	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	35.308864 2,824.71 6,120.20 73,442.44	37.048958 2,963.92 6,421.82 77,061.83	
POA	20	SO Pub Relations Specialist	005143	80.00	37.048958 2,963.92 6,421.82 77,061.83	38.879479 3,110.36 6,739.11 80,869.32	40.819194 3,265.54 7,075.33 84,903.92	42.994257 3,439.54 7,452.34 89,428.05	45.114226 3,609.14 7,819.80 93,837.59	47.417047 3,793.36 8,218.95 98,627.46	
POA	26A	Sergeant	005107	80.00		52.274013 4,181.92 9,060.83 108,729.95	54.975076 4,398.01 9,529.01 114,348.16	57.657777 4,612.62 9,994.01 119,928.18	60.540667 4,843.27 10,493.72 125,924.89		
POA	13	Sheriff's Administrative Spec	005106	80.00	26.499816 2,119.99 4,593.30 55,119.62	27.877195 2,230.18 4,832.05 57,984.57	29.020027 2,321.60 5,030.14 60,361.66	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	
POA	13	Sheriff's Civil Specialist	005136	80.00	26.499816 2,119.99 4,593.30 55,119.62	27.877195 2,230.18 4,832.05 57,984.57	29.020027 2,321.60 5,030.14 60,361.66	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	
POA	16	Sheriff's Unit Shift Cord	005135	80.00	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	35.308864 2,824.71 6,120.20 73,442.44	37.048958 2,963.92 6,421.82 77,061.83	38.879479 3,110.36 6,739.11 80,869.32	
POA	13	Sheriffs Licensing Coordinator	005115	80.00	26.499816 2,119.99 4,593.30 55,119.62	27.877195 2,230.18 4,832.05 57,984.57	29.020027 2,321.60 5,030.14 60,361.66	30.432740 2,434.62 5,275.01 63,300.10	31.992175 2,559.37 5,545.31 66,543.72	33.568978 2,685.52 5,818.62 69,823.47	
POA	25	Systems Project Analyst	B05687	80.00	47.417047 3,793.36 8,218.95 98,627.46	49.845429 3,987.63 8,639.87 103,678.49	52.274013 4,181.92 9,060.83 108,729.95	54.975076 4,398.01 9,529.01 114,348.16	57.657777 4,612.62 9,994.01 119,928.18	60.594192 4,847.54 10,502.99 126,035.92	
POA	28	TS Project Coordinator	D05696	80.00	54.975076 4,398.01 9,529.01 114,348.16	57.657777 4,612.62 9,994.01 119,928.18	60.594192 4,847.54 10,502.99 126,035.92	63.639405 5,091.15 11,030.83 132,369.96	66.811570 5,344.93 11,580.67 138,968.07	70.182562 5,614.60 12,164.98 145,979.73	