

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
HAC	24	Accountant 2	017475	75.00	38,997.744 2,924.83 6,337.13 76,045.60	44,226.566 3,316.99 7,186.82 86,241.80	49,455.391 3,709.15 8,036.50 96,438.01
HAC	25	Accountant, Senior	017474	75.00	40,899.133 3,067.43 6,646.11 79,753.31	46,340.623 3,475.55 7,530.35 90,364.21	51,782.109 3,883.66 8,414.59 100,975.11
HAC	13D	Accounting Specialist 1	017098	75.00	23,549.548 1,766.22 3,826.80 45,921.62	26,528.358 1,989.63 4,310.86 51,730.30	29,507.168 2,213.04 4,794.91 57,538.98
HAC	15F	Accounting Specialist 2	017478	75.00	25,839.291 1,937.95 4,198.88 50,386.62	29,243.081 2,193.23 4,752.00 57,024.01	32,646.873 2,448.52 5,305.12 63,661.40
HAC	18W	Accounting Specialist 3	017713	75.00	29,507.168 2,213.04 4,794.91 57,538.98	33,500.752 2,512.56 5,443.87 65,326.47	37,494.335 2,812.08 6,092.83 73,113.95
HAC	17F	Administrative Specialist 1	017621	80.00	28,238.222 2,259.06 4,894.63 58,735.50	31,951.929 2,556.15 5,538.33 66,460.01	35,665.636 2,853.25 6,182.04 74,184.52
HAC	19Y	Administrative Specialist 2	017622	75.00	30,831.194 2,312.34 5,010.07 60,120.83	35,460.134 2,659.51 5,762.27 69,147.26	40,089.075 3,006.68 6,514.47 78,173.70
HAC	26	Business Operations Analyst	017643	80.00	42,919.271 3,433.54 7,439.34 89,272.08	48,607.070 3,888.57 8,425.23 101,102.71	54,294.868 4,343.59 9,411.11 112,933.33
HAC	28	Business Ops Analyst, Sr	017644	80.00	47,095.386 3,767.63 8,163.20 97,958.40	53,433.411 4,274.67 9,261.79 111,141.49	59,771.439 4,781.72 10,360.38 124,324.59
HAC	27	Capital Improvement Coord	017810	75.00	44,991.225 3,374.34 7,311.07 87,732.89	50,975.532 3,823.16 8,283.52 99,402.29	56,959.833 4,271.99 9,255.97 111,071.67
HAC	25	HACC Housing Developer	017837	80.00	40,899.133 3,271.93 7,089.18 85,070.20	46,340.623 3,707.25 8,032.37 96,388.50	51,782.109 4,142.57 8,975.57 107,706.79
HAC	28	HACC Housing Developer, Sr	017838	80.00	47,095.386 3,767.63 8,163.20 97,958.40	53,433.411 4,274.67 9,261.79 111,141.49	59,771.439 4,781.72 10,360.38 124,324.59

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HAC	16	HACC Housing Inspection Spec	017812	75.00	26.858571 2,014.39 4,364.52 52,374.21	30.364756 2,277.36 4,934.27 59,211.27	33.870939 2,540.32 5,504.03 66,048.33
HAC	13	HACC Maintenance Assistant	017826	80.00	23.327653 1,866.21 4,043.46 48,521.52	26.417411 2,113.39 4,579.02 54,948.21	29.507168 2,360.57 5,114.58 61,374.91
HAC	22	HACC Maintenance Coordinator	017833	80.00	35.432637 2,834.61 6,141.66 73,699.88	40.211932 3,216.95 6,970.07 83,640.82	44.991225 3,599.30 7,798.48 93,581.75
HAC	18	HACC Maintenance Specialist	017825	80.00	29.507168 2,360.57 5,114.58 61,374.91	33.343954 2,667.52 5,779.62 69,355.42	37.180740 2,974.46 6,444.66 77,335.94
HAC	16	Human Services Assistant	017187	80.00	26.858571 2,148.69 4,655.49 55,865.83	30.364756 2,429.18 5,263.22 63,158.69	33.870939 2,709.68 5,870.96 70,451.55
HAC	18	Human Services Coordinator 1	017560	80.00	29.507168 2,360.57 5,114.58 61,374.91	33.343954 2,667.52 5,779.62 69,355.42	37.180740 2,974.46 6,444.66 77,335.94
HAC	21	Human Services Coordinator 2	017563	75.00	33.870939 2,540.32 5,504.03 66,048.33	38.395016 2,879.63 6,239.19 74,870.28	42.919271 3,218.95 6,974.38 83,692.58
HAC	21F	Management Analyst 1	017623	75.00	34.156155 2,561.71 5,550.38 66,604.50	38.748489 2,906.14 6,296.63 75,559.55	43.340822 3,250.56 7,042.88 84,514.60
HAC	24	Management Analyst 2	017624	75.00	38.997744 2,924.83 6,337.13 76,045.60	44.226566 3,316.99 7,186.82 86,241.80	49.455391 3,709.15 8,036.50 96,438.01
HAC	24	Management Analyst 2	B17624	80.00	38.997744 3,119.82 6,759.61 81,115.31	44.226566 3,538.13 7,665.94 91,991.26	49.455391 3,956.43 8,572.27 102,867.21
HAC	26X	Management Analyst, Senior	017625	75.00	42.231975 3,167.40 6,862.70 82,352.35	47.764052 3,582.30 7,761.66 93,139.90	53.296131 3,997.21 8,660.62 103,927.46
HAC	17	Occupancy Specialist	017821	75.00	28.148952 2,111.17 4,574.20 54,890.46	31.790794 2,384.31 5,166.00 61,992.05	35.432637 2,657.45 5,757.80 69,093.64

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HAC	19	Occupancy Specialist, Senior	017845	80.00	30,831.194 2,466.50 5,344.07 64,128.88	34,914.469 2,793.16 6,051.84 72,622.10	38,997.744 3,119.82 6,759.61 81,115.31
HAC	08	Office Assistant	017630	75.00	18,624.374 1,396.83 3,026.46 36,317.53	20,976.014 1,573.20 3,408.60 40,903.23	23,327.653 1,749.57 3,790.74 45,488.92
HAC	13D	Office Specialist 1	017631	75.00	23,549.548 1,766.22 3,826.80 45,921.62	26,528.358 1,989.63 4,310.86 51,730.30	29,507.168 2,213.04 4,794.91 57,538.98
HAC	15F	Office Specialist 2	017632	75.00	25,839.291 1,937.95 4,198.88 50,386.62	29,243.081 2,193.23 4,752.00 57,024.01	32,646.873 2,448.52 5,305.12 63,661.40
HAC	25	Pol, Perf & Research Analyst	017626	80.00	40,899.133 3,271.93 7,089.18 85,070.20	46,340.623 3,707.25 8,032.37 96,388.50	51,782.109 4,142.57 8,975.57 107,706.79
HAC	27Y	Policy, Perf & Research An, Sr	017627	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
HAC	23	Program Planner	017703	80.00	37,180.740 2,974.46 6,444.66 77,335.94	42,138.063 3,371.05 7,303.93 87,647.17	47,095.386 3,767.63 8,163.20 97,958.40
HAC	25	Program Planner, Senior	017240	80.00	40,899.133 3,271.93 7,089.18 85,070.20	46,340.623 3,707.25 8,032.37 96,388.50	51,782.109 4,142.57 8,975.57 107,706.79
HAC	17	Resident Services Specialist	017819	75.00	28,148.952 2,111.17 4,574.20 54,890.46	31,790.794 2,384.31 5,166.00 61,992.05	35,432.637 2,657.45 5,757.80 69,093.64