

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

| Salary Plan | Grade | Job Title                    | JobCode | Std Hours | Minimum   | Midrange  | Maximum   |
|-------------|-------|------------------------------|---------|-----------|---|---|---|
| DTD         | 19W   | Accountant 1                 | 003476  | 80.00     | 30,831.194<br>2,466.50<br>5,344.07<br>64,128.88 | 35,061.104<br>2,804.89<br>6,077.26<br>72,927.10 | 39,291.013<br>3,143.28<br>6,810.44<br>81,725.31 |
| DTD         | 13D   | Accounting Specialist 1      | 003098  | 80.00     | 23,549.548<br>1,883.96<br>4,081.92<br>48,983.06 | 26,528.358<br>2,122.27<br>4,598.25<br>55,178.98 | 29,507.168<br>2,360.57<br>5,114.58<br>61,374.91 |
| DTD         | 15F   | Accounting Specialist 2      | 003478  | 80.00     | 25,839.291<br>2,067.14<br>4,478.81<br>53,745.73 | 29,243.081<br>2,339.45<br>5,068.80<br>60,825.61 | 32,646.873<br>2,611.75<br>5,658.79<br>67,905.50 |
| DTD         | 18W   | Accounting Specialist 3      | 003713  | 80.00     | 29,507.168<br>2,360.57<br>5,114.58<br>61,374.91 | 33,500.752<br>2,680.06<br>5,806.80<br>69,681.56 | 37,494.335<br>2,999.55<br>6,499.02<br>77,988.22 |
| DTD         | 17F   | Administrative Specialist 1  | 003621  | 80.00     | 28,238.222<br>2,259.06<br>4,894.63<br>58,735.50 | 31,951.929<br>2,556.15<br>5,538.33<br>66,460.01 | 35,665.636<br>2,853.25<br>6,182.04<br>74,184.52 |
| DTD         | 19Y   | Administrative Specialist 2  | 003622  | 80.00     | 30,831.194<br>2,466.50<br>5,344.07<br>64,128.88 | 35,460.134<br>2,836.81<br>6,146.42<br>73,757.08 | 40,089.075<br>3,207.13<br>6,948.77<br>83,385.28 |
| DTD         | 14    | Animal Care Specialist       | 003174  | 80.00     | 24,359.491<br>1,948.76<br>4,222.31<br>50,667.74 | 27,472.818<br>2,197.83<br>4,761.96<br>57,143.46 | 30,586.327<br>2,446.91<br>5,301.63<br>63,619.56 |
| DTD         | 16    | Animal Control Officer 1     | 003169  | 80.00     | 26,655.982<br>2,132.48<br>4,620.37<br>55,444.44 | 30,060.602<br>2,404.85<br>5,210.50<br>62,526.05 | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28 |
| DTD         | 18    | Animal Control Officer 2     | 003170  | 80.00     | 29,211.915<br>2,336.95<br>5,063.40<br>60,760.78 | 33,004.804<br>2,640.38<br>5,720.83<br>68,649.99 | 36,797.871<br>2,943.83<br>6,378.30<br>76,539.57 |
| DTD         | 16    | Animal Health Technician     | 003173  | 80.00     | 26,655.982<br>2,132.48<br>4,620.37<br>55,444.44 | 30,060.602<br>2,404.85<br>5,210.50<br>62,526.05 | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28 |
| DTD         | 13    | Animal License Enforcmnt Off | 003171  | 80.00     | 23,259.277<br>1,860.74<br>4,031.61<br>48,379.30 | 26,235.692<br>2,098.86<br>4,547.52<br>54,570.24 | 29,211.915<br>2,336.95<br>5,063.40<br>60,760.78 |
| DTD         | 19A   | Autobody Repair Technician   | 003429  | 80.00     | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28 |   | 38,479.395<br>3,078.35<br>6,669.76<br>80,037.14 |

**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>                                    |
|--------------------|--------------|---------------------------------|----------------|------------------|---|---|---|
| DTD                | 15A          | Automotive Service Technician   | 003430         | 80.00            | 27,934.131<br>2,234.73<br>4,841.92<br>58,102.99   |   | 32,026.759<br>2,562.14<br>5,551.30<br>66,615.66   |
| DTD                | 28           | Business & Econ Dev Coord       | 003035         | 80.00            | 46,373.544<br>3,709.88<br>8,038.08<br>96,456.97   | 52,447.092<br>4,195.77<br>9,090.83<br>109,089.95  | 58,520.635<br>4,681.65<br>10,143.58<br>121,722.92 |
| DTD                | 25           | CADD System Specialist          | 003736         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47   | 45,588.740<br>3,647.10<br>7,902.05<br>94,824.58   | 50,869.556<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD                | 31           | Civil Engineer                  | 003300         | 80.00            | 53,296.131<br>4,263.69<br>9,238.00<br>110,855.95  | 60,356.174<br>4,828.49<br>10,461.74<br>125,540.84 | 67,416.219<br>5,393.30<br>11,685.48<br>140,225.74 |
| DTD                | 33F          | Civil Engineer, Senior          | 003298         | 80.00            | 58,520.635<br>4,681.65<br>10,143.58<br>121,722.92 | 66,428.143<br>5,314.25<br>11,514.21<br>138,170.54 | 74,335.649<br>5,946.85<br>12,884.85<br>154,618.15 |
| DTD                | 23           | Code Enforcement Specialist     | 003904         | 80.00            | 36,797.871<br>2,943.83<br>6,378.30<br>76,539.57   | 41,585.711<br>3,326.86<br>7,208.19<br>86,498.28   | 46,373.544<br>3,709.88<br>8,038.08<br>96,456.97   |
| DTD                | 25           | Code Enforcement Specialist, Sr | 003908         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47   | 45,588.740<br>3,647.10<br>7,902.05<br>94,824.58   | 50,869.556<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD                | 25           | Combination Inspector           | 003892         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47   | 45,588.740<br>3,647.10<br>7,902.05<br>94,824.58   | 50,869.556<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD                | 26           | County Forester                 | 003199         | 80.00            | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51   | 47,764.144<br>3,821.13<br>8,279.12<br>99,349.42   | 53,296.131<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD                | 15F          | Customer Information Spec       | 003041         | 80.00            | 25,839.291<br>2,067.14<br>4,478.81<br>53,745.73   | 29,243.081<br>2,339.45<br>5,068.80<br>60,825.61   | 32,646.873<br>2,611.75<br>5,658.79<br>67,905.50   |
| DTD                | 14           | Data Control Analyst            | 003693         | 80.00            | 24,359.491<br>1,948.76<br>4,222.31<br>50,667.74   | 27,472.818<br>2,197.83<br>4,761.96<br>57,143.46   | 30,586.327<br>2,446.91<br>5,301.63<br>63,619.56   |
| DTD                | 27           | Develop Agency Proj Plan, Sr    | 003339         | 80.00            | 44,254.094<br>3,540.33<br>7,670.71<br>92,048.52   | 50,052.722<br>4,004.22<br>8,675.81<br>104,109.66  | 55,851.529<br>4,468.12<br>9,680.93<br>116,171.18  |

**CLACKAMAS COUNTY  
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**AS OF 04/01/2026**

| Salary Plan | Grade | Job Title                     | JobCode | Std Hours | Minimum  | Midrange  | Maximum  |
|-------------|-------|-------------------------------|---------|-----------|--|---|--|
| DTD         | 24    | Develop Agency Proj Planner   | 003341  | 80.00     | 38,479.35<br>3,078.35<br>6,669.76<br>80,037.14 | 43,509.47<br>3,480.80<br>7,541.72<br>90,500.69  | 48,540.49<br>3,883.24<br>8,413.69<br>100,964.23  |
| DTD         | 28    | Development Review Coord      | 003391  | 80.00     | 46,373.54<br>3,709.88<br>8,038.08<br>96,456.97 | 52,447.02<br>4,195.77<br>9,090.83<br>109,089.95 | 58,520.63<br>4,681.65<br>10,143.58<br>121,722.92 |
| DTD         | 25    | Electrical Inspector          | 003900  | 80.00     | 40,307.91<br>3,224.63<br>6,986.71<br>83,840.47 | 45,588.74<br>3,647.10<br>7,902.05<br>94,824.58  | 50,869.56<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD         | 20    | Engineering Technician 2      | 003303  | 80.00     | 32,026.75<br>2,562.14<br>5,551.30<br>66,615.66 | 36,167.25<br>2,893.38<br>6,268.99<br>75,227.88  | 40,307.91<br>3,224.63<br>6,986.71<br>83,840.47   |
| DTD         | 22X   | Engineering Technician 3      | 003304  | 80.00     | 35,432.63<br>2,834.61<br>6,141.66<br>73,699.88 | 40,211.93<br>3,216.95<br>6,970.07<br>83,640.82  | 44,991.22<br>3,599.30<br>7,798.48<br>93,581.75   |
| DTD         | 24    | Engineering Technician 4      | 003305  | 80.00     | 38,479.35<br>3,078.35<br>6,669.76<br>80,037.14 | 43,509.47<br>3,480.80<br>7,541.72<br>90,500.69  | 48,540.49<br>3,883.24<br>8,413.69<br>100,964.23  |
| DTD         | 15    | Environmental Assistant       | 003902  | 80.00     | 25,507.55<br>2,040.60<br>4,421.31<br>53,055.72 | 28,767.15<br>2,301.37<br>4,986.31<br>59,835.68  | 32,026.75<br>2,562.14<br>5,551.30<br>66,615.66   |
| DTD         | 23    | Environmental Compliance Spec | 003893  | 80.00     | 36,797.87<br>2,943.83<br>6,378.30<br>76,539.57 | 41,585.71<br>3,326.86<br>7,208.19<br>86,498.28  | 46,373.54<br>3,709.88<br>8,038.08<br>96,456.97   |
| DTD         | 22    | Equipment Maintenance Coord   | 003422  | 80.00     | 35,131.45<br>2,810.52<br>6,089.45<br>73,073.42 | 39,692.95<br>3,175.44<br>6,880.11<br>82,561.34  | 44,254.27<br>3,540.34<br>7,670.74<br>92,048.89   |
| DTD         | 17    | Ferry Operator                | 003447  | 80.00     | 27,934.13<br>2,234.73<br>4,841.92<br>58,102.99 | 31,532.70<br>2,522.62<br>5,465.67<br>65,588.02  | 35,131.45<br>2,810.52<br>6,089.45<br>73,073.42   |
| DTD         | 11    | Fleet Assistant               | 003427  | 80.00     | 21,334.14<br>1,706.73<br>3,697.92<br>44,375.02 | 23,995.15<br>1,919.61<br>4,159.16<br>49,909.92  | 26,655.98<br>2,132.48<br>4,620.37<br>55,444.44   |
| DTD         | 23    | Heavy Eq Mechanic, Senior     | 003610  | 80.00     | 36,797.87<br>2,943.83<br>6,378.30<br>76,539.57 | 41,585.71<br>3,326.86<br>7,208.19<br>86,498.28  | 46,373.54<br>3,709.88<br>8,038.08<br>96,456.97   |

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| Salary Plan | Grade | Job Title                    | JobCode | Std Hours | Minimum  | Midrange   | Maximum   |
|-------------|-------|------------------------------|---------|-----------|--|--|---|
| DTD         | 21    | Heavy Equipment Mechanic     | 003609  | 80.00     | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28  | 37,848.780<br>3,027.90<br>6,560.46<br>78,725.46  | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 16X   | Human Services Assistant     | 003187  | 80.00     | 26,858.571<br>2,148.69<br>4,655.49<br>55,865.83  | 30,364.755<br>2,429.18<br>5,263.22<br>63,158.69  | 33,870.939<br>2,709.68<br>5,870.96<br>70,451.55   |
| DTD         | 18X   | Human Services Coordinator 1 | 003560  | 80.00     | 29,507.168<br>2,360.57<br>5,114.58<br>61,374.91  | 33,343.954<br>2,667.52<br>5,779.62<br>69,355.42  | 37,180.740<br>2,974.46<br>6,444.66<br>77,335.94   |
| DTD         | 21X   | Human Services Coordinator 2 | 003563  | 80.00     | 33,870.939<br>2,709.68<br>5,870.96<br>70,451.55  | 38,395.105<br>3,071.61<br>6,655.15<br>79,861.82  | 42,919.271<br>3,433.54<br>7,439.34<br>89,272.08   |
| DTD         | 28    | Land Surveyor                | 003310  | 80.00     | 46,373.544<br>3,709.88<br>8,038.08<br>96,456.97  | 52,447.092<br>4,195.77<br>9,090.83<br>109,089.95 | 58,520.635<br>4,681.65<br>10,143.58<br>121,722.92 |
| DTD         | 29    | Land Surveyor, Senior        | 003294  | 80.00     | 48,540.494<br>3,883.24<br>8,413.69<br>100,964.23 | 54,929.440<br>4,394.36<br>9,521.10<br>114,253.24 | 61,318.565<br>4,905.49<br>10,628.55<br>127,542.62 |
| DTD         | 21F   | Management Analyst 1         | 003623  | 80.00     | 34,156.155<br>2,732.49<br>5,920.40<br>71,044.80  | 38,748.489<br>3,099.88<br>6,716.40<br>80,596.86  | 43,340.822<br>3,467.27<br>7,512.41<br>90,148.91   |
| DTD         | 24X   | Management Analyst 2         | 003624  | 80.00     | 38,997.744<br>3,119.82<br>6,759.61<br>81,115.31  | 44,226.569<br>3,538.13<br>7,665.94<br>91,991.26  | 49,455.391<br>3,956.43<br>8,572.27<br>102,867.21  |
| DTD         | 26    | Management Analyst, Senior   | 003625  | 80.00     | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51  | 47,764.144<br>3,821.13<br>8,279.12<br>99,349.42  | 53,296.131<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD         | 19A   | Mechanic                     | 003432  | 80.00     | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28  |  | 38,479.395<br>3,078.35<br>6,669.76<br>80,037.14   |
| DTD         | 21A   | Mechanic, Senior             | 003433  | 80.00     | 36,797.871<br>2,943.83<br>6,378.30<br>76,539.57  |  | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 24W   | Microcomp Programmer/Analyst | 003692  | 80.00     | 39,781.111<br>3,182.49<br>6,895.39<br>82,744.71  | 45,391.275<br>3,631.30<br>7,867.82<br>94,413.85  | 51,001.438<br>4,080.12<br>8,840.25<br>106,082.99  |

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|-------------|-------|------------------------------|---------|-----------|--|--|---|
| DTD         | 21X   | Microcomputer Specialist 1   | 003678  | 80.00     | 33.870939<br>2,709.68<br>5,870.96<br>70,451.55 | 38.395105<br>3,071.61<br>6,655.15<br>79,861.82 | 42.919271<br>3,433.54<br>7,439.34<br>89,272.08  |
| DTD         | 21    | Motor Carrier Safety Coord   | 003325  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28 | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46 | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51  |
| DTD         | 13D   | Office Specialist 1          | 003631  | 80.00     | 23.549548<br>1,883.96<br>4,081.92<br>48,983.06 | 26.528358<br>2,122.27<br>4,598.25<br>55,178.98 | 29.507168<br>2,360.57<br>5,114.58<br>61,374.91  |
| DTD         | 15F   | Office Specialist 2          | 003632  | 80.00     | 25.839291<br>2,067.14<br>4,478.81<br>53,745.73 | 29.243081<br>2,339.45<br>5,068.80<br>60,825.61 | 32.646873<br>2,611.75<br>5,658.79<br>67,905.50  |
| DTD         | 19X   | Park Maintenance Coordinator | 003387  | 80.00     | 30.831194<br>2,466.50<br>5,344.07<br>64,128.88 | 34.914470<br>2,793.16<br>6,051.84<br>72,622.10 | 38.997744<br>3,119.82<br>6,759.61<br>81,115.31  |
| DTD         | 17    | Park Ranger                  | 003389  | 80.00     | 27.934131<br>2,234.73<br>4,841.92<br>58,102.99 | 31.532702<br>2,522.62<br>5,465.67<br>65,588.02 | 35.131452<br>2,810.52<br>6,089.45<br>73,073.42  |
| DTD         | 17    | Permits Specialist           | 003054  | 80.00     | 27.934131<br>2,234.73<br>4,841.92<br>58,102.99 | 31.532702<br>2,522.62<br>5,465.67<br>65,588.02 | 35.131452<br>2,810.52<br>6,089.45<br>73,073.42  |
| DTD         | 19F   | Permits Technician           | 003053  | 80.00     | 30.766603<br>2,461.33<br>5,332.88<br>63,994.53 | 35.028809<br>2,802.30<br>6,071.66<br>72,859.92 | 39.291013<br>3,143.28<br>6,810.44<br>81,725.31  |
| DTD         | 21    | Permits Technician, Senior   | 003059  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28 | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46 | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51  |
| DTD         | 22    | Planner 1                    | 003311  | 80.00     | 35.131452<br>2,810.52<br>6,089.45<br>73,073.42 | 39.692954<br>3,175.44<br>6,880.11<br>82,561.34 | 44.254275<br>3,540.34<br>7,670.74<br>92,048.89  |
| DTD         | 24    | Planner 2                    | 003312  | 80.00     | 38.479395<br>3,078.35<br>6,669.76<br>80,037.14 | 43.509947<br>3,480.80<br>7,541.72<br>90,500.69 | 48.540494<br>3,883.24<br>8,413.69<br>100,964.23 |
| DTD         | 17    | Planner Trainee              | 003318  | 80.00     | 27.934131<br>2,234.73<br>4,841.92<br>58,102.99 | 31.532702<br>2,522.62<br>5,465.67<br>65,588.02 | 35.131452<br>2,810.52<br>6,089.45<br>73,073.42  |

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|-------------|-------|------------------------------|---------|-----------|---|---|--|
| DTD         | 29    | Planner, Principal           | 003314  | 80.00     | 48,540.94<br>3,883.24<br>8,413.69<br>100,964.23 | 54,929.44<br>4,394.36<br>9,521.10<br>114,253.24 | 61,318.56<br>4,905.49<br>10,628.55<br>127,542.62 |
| DTD         | 27    | Planner, Senior              | 003313  | 80.00     | 44,254.09<br>3,540.33<br>7,670.71<br>92,048.52  | 50,052.72<br>4,004.22<br>8,675.81<br>104,109.66 | 55,851.52<br>4,468.12<br>9,680.93<br>116,171.18  |
| DTD         | 26    | Plans Examiner - Commercial  | 003906  | 80.00     | 42,231.97<br>3,378.56<br>7,320.21<br>87,842.51  | 47,764.14<br>3,821.13<br>8,279.12<br>99,349.42  | 53,296.13<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD         | 24    | Plans Examiner - Residential | 003907  | 80.00     | 38,479.39<br>3,078.35<br>6,669.76<br>80,037.14  | 43,509.94<br>3,480.80<br>7,541.72<br>90,500.69  | 48,540.94<br>3,883.24<br>8,413.69<br>100,964.23  |
| DTD         | 25    | Plumbing Inspector           | 003909  | 80.00     | 40,307.91<br>3,224.63<br>6,986.71<br>83,840.47  | 45,588.74<br>3,647.10<br>7,902.05<br>94,824.58  | 50,869.56<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD         | 25X   | Pol, Perf & Research Analyst | 003626  | 80.00     | 40,899.13<br>3,271.93<br>7,089.18<br>85,070.20  | 46,340.62<br>3,707.25<br>8,032.37<br>96,388.50  | 51,782.10<br>4,142.57<br>8,975.57<br>107,706.79  |
| DTD         | 23E   | Program Planner              | 003703  | 80.00     | 37,180.74<br>2,974.46<br>6,444.66<br>77,335.94  | 42,138.23<br>3,371.06<br>7,303.96<br>87,647.53  | 47,095.38<br>3,767.63<br>8,163.20<br>97,958.40   |
| DTD         | 26    | Property Agent Specialist    | 003451  | 80.00     | 42,231.97<br>3,378.56<br>7,320.21<br>87,842.51  | 47,764.14<br>3,821.13<br>8,279.12<br>99,349.42  | 53,296.13<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD         | 18X   | Purchasing Coordinator       | 003074  | 80.00     | 29,507.16<br>2,360.57<br>5,114.58<br>61,374.91  | 33,343.95<br>2,667.52<br>5,779.62<br>69,355.42  | 37,180.74<br>2,974.46<br>6,444.66<br>77,335.94   |
| DTD         | 18    | Right-Of-Way Technician      | 003157  | 80.00     | 29,211.91<br>2,336.95<br>5,063.40<br>60,760.78  | 33,004.80<br>2,640.38<br>5,720.83<br>68,649.99  | 36,797.81<br>2,943.83<br>6,378.30<br>76,539.57   |
| DTD         | 24    | Right-of-Way Agent 2         | 003156  | 80.00     | 38,479.39<br>3,078.35<br>6,669.76<br>80,037.14  | 43,509.94<br>3,480.80<br>7,541.72<br>90,500.69  | 48,540.94<br>3,883.24<br>8,413.69<br>100,964.23  |
| DTD         | 28    | Right-of-Way Agent, Senior   | 003155  | 80.00     | 46,373.54<br>3,709.88<br>8,038.08<br>96,456.97  | 52,447.02<br>4,195.77<br>9,090.83<br>109,089.95 | 58,520.63<br>4,681.65<br>10,143.58<br>121,722.92 |

**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>                                    |
|--------------------|--------------|--------------------------------|----------------|------------------|--|---|---|
| DTD                | 21           | Safety & Loss Control Coord    | 003423         | 80.00            | 33,465.039<br>2,677.20<br>5,800.61<br>69,607.28  | 37,848.780<br>3,027.90<br>6,560.46<br>78,725.46   | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD                | 23           | Service District Specialist    | 003295         | 80.00            | 36,797.871<br>2,943.83<br>6,378.30<br>76,539.57  | 41,585.711<br>3,326.86<br>7,208.19<br>86,498.28   | 46,373.544<br>3,709.88<br>8,038.08<br>96,456.97   |
| DTD                | 25           | Soil Scientist                 | 003913         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47  | 45,588.740<br>3,647.10<br>7,902.05<br>94,824.58   | 50,869.556<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD                | 20A          | Soil Scientist Associate       | 003921         | 80.00            | 36,797.868<br>2,943.83<br>6,378.30<br>76,539.57  |   | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47   |
| DTD                | 26           | Soil Scientist, Senior         | 003914         | 80.00            | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51  | 47,764.144<br>3,821.13<br>8,279.12<br>99,349.42   | 53,296.131<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD                | 32           | Structural Engineer            | 003916         | 80.00            | 55,851.529<br>4,468.12<br>9,680.93<br>116,171.18 | 63,275.732<br>5,062.06<br>10,967.79<br>131,613.52 | 70,699.748<br>5,655.98<br>12,254.62<br>147,055.48 |
| DTD                | 25           | Structural/Mech Inspector      | 003917         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47  | 45,588.740<br>3,647.10<br>7,902.05<br>94,824.58   | 50,869.556<br>4,069.56<br>8,817.39<br>105,808.68  |
| DTD                | 24           | Sustainability Analyst         | 003912         | 80.00            | 38,479.395<br>3,078.35<br>6,669.76<br>80,037.14  | 43,509.947<br>3,480.80<br>7,541.72<br>90,500.69   | 48,540.494<br>3,883.24<br>8,413.69<br>100,964.23  |
| DTD                | 26           | Sustainability Analyst, Senior | 003911         | 80.00            | 42,231.975<br>3,378.56<br>7,320.21<br>87,842.51  | 47,764.144<br>3,821.13<br>8,279.12<br>99,349.42   | 53,296.131<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD                | 27E          | Systems Project Analyst        | 003687         | 80.00            | 44,991.225<br>3,599.30<br>7,798.48<br>93,581.75  | 50,975.532<br>4,078.04<br>8,835.76<br>106,029.11  | 56,959.833<br>4,556.79<br>9,873.04<br>118,476.45  |
| DTD                | 27           | Technical Services Coord       | 003733         | 80.00            | 44,254.094<br>3,540.33<br>7,670.71<br>92,048.52  | 50,052.722<br>4,004.22<br>8,675.81<br>104,109.66  | 55,851.529<br>4,468.12<br>9,680.93<br>116,171.18  |
| DTD                | 25F          | Technical Services Specialist  | 003732         | 80.00            | 40,307.919<br>3,224.63<br>6,986.71<br>83,840.47  | 45,654.680<br>3,652.37<br>7,913.48<br>94,961.73   | 51,001.438<br>4,080.12<br>8,840.25<br>106,082.99  |

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

| Salary Plan | Grade | Job Title                      | JobCode | Std Hours | Minimum   | Midrange  | Maximum  |
|-------------|-------|--------------------------------|---------|-----------|---|---|--|
| DTD         | 20    | Traffic Operations Specialist  | 003441  | 80.00     | 32.026759<br>2,562.14<br>5,551.30<br>66,615.66  | 36.167250<br>2,893.38<br>6,268.99<br>75,227.88  | 40.307919<br>3,224.63<br>6,986.71<br>83,840.47   |
| DTD         | 27    | Traffic Sig Electrician, Lead  | 003446  | 80.00     | 44.254094<br>3,540.33<br>7,670.71<br>92,048.52  | 50.052722<br>4,004.22<br>8,675.81<br>104,109.66 | 55.851529<br>4,468.12<br>9,680.93<br>116,171.18  |
| DTD         | 26    | Traffic Signal Electrician     | 003444  | 80.00     | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51  | 47.764144<br>3,821.13<br>8,279.12<br>99,349.42  | 53.296131<br>4,263.69<br>9,238.00<br>110,855.95  |
| DTD         | 21    | Transp & Develop Document Spec | 003146  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28  | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46  | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 21    | Transportation Maint Coord     | 003498  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28  | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46  | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 14    | Transportation Maint Spec 1    | 003601  | 80.00     | 24.359491<br>1,948.76<br>4,222.31<br>50,667.74  | 27.472818<br>2,197.83<br>4,761.96<br>57,143.46  | 30.586327<br>2,446.91<br>5,301.63<br>63,619.56   |
| DTD         | 17    | Transportation Maint Spec 2    | 003602  | 80.00     | 27.934131<br>2,234.73<br>4,841.92<br>58,102.99  | 31.532702<br>2,522.62<br>5,465.67<br>65,588.02  | 35.131452<br>2,810.52<br>6,089.45<br>73,073.42   |
| DTD         | 19    | Transportation Maint Spec 3    | 003603  | 80.00     | 30.586327<br>2,446.91<br>5,301.63<br>63,619.56  | 34.532861<br>2,762.63<br>5,985.70<br>71,828.35  | 38.479395<br>3,078.35<br>6,669.76<br>80,037.14   |
| DTD         | 21    | Transportation Maint Spec 4    | 003604  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28  | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46  | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 19    | Transportation Maint Tech      | 003407  | 80.00     | 30.586327<br>2,446.91<br>5,301.63<br>63,619.56  | 34.532861<br>2,762.63<br>5,985.70<br>71,828.35  | 38.479395<br>3,078.35<br>6,669.76<br>80,037.14   |
| DTD         | 21    | Transportation Maint Tech, Sr  | 003408  | 80.00     | 33.465039<br>2,677.20<br>5,800.61<br>69,607.28  | 37.848780<br>3,027.90<br>6,560.46<br>78,725.46  | 42.231975<br>3,378.56<br>7,320.21<br>87,842.51   |
| DTD         | 30    | Veterinarian                   | 003178  | 80.00     | 50.869556<br>4,069.56<br>8,817.39<br>105,808.68 | 57.590092<br>4,607.21<br>9,982.28<br>119,787.39 | 64.310626<br>5,144.85<br>11,147.18<br>133,766.10 |

**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> |
|--------------------|--------------|------------------|----------------|------------------|----------------|-----------------|----------------|
| DTD                | 17           | Weighmaster      | 003163         | 80.00            | 27,934.131     | 31,532.702      | 35,131.452     |
|                    |              |                  |                |                  | 2,234.73       | 2,522.62        | 2,810.52       |
|                    |              |                  |                |                  | 4,841.92       | 5,465.67        | 6,089.45       |
|                    |              |                  |                |                  | 58,102.99      | 65,588.02       | 73,073.42      |