

**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 2,466.50 5,344.07 64,128.88	35,061.104 2,804.89 6,077.26 72,927.10	39,291.013 3,143.28 6,810.44 81,725.31
DTD	13D	Accounting Specialist 1	003098	80.00	23,549.548 1,883.96 4,081.92 48,983.06	26,528.358 2,122.27 4,598.25 55,178.98	29,507.168 2,360.57 5,114.58 61,374.91
DTD	15F	Accounting Specialist 2	003478	80.00	25,839.291 2,067.14 4,478.81 53,745.73	29,243.081 2,339.45 5,068.80 60,825.61	32,646.873 2,611.75 5,658.79 67,905.50
DTD	18W	Accounting Specialist 3	003713	80.00	29,507.168 2,360.57 5,114.58 61,374.91	33,500.752 2,680.06 5,806.80 69,681.56	37,494.335 2,999.55 6,499.02 77,988.22
DTD	17F	Administrative Specialist 1	003621	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
DTD	19Y	Administrative Specialist 2	003622	80.00	30,831.194 2,466.50 5,344.07 64,128.88	35,460.134 2,836.81 6,146.42 73,757.08	40,089.075 3,207.13 6,948.77 83,385.28
DTD	14	Animal Care Specialist	003174	80.00	24,359.491 1,948.76 4,222.31 50,667.74	27,472.818 2,197.83 4,761.96 57,143.46	30,586.327 2,446.91 5,301.63 63,619.56
DTD	16	Animal Control Officer 1	003169	80.00	26,655.982 2,132.48 4,620.37 55,444.44	30,060.602 2,404.85 5,210.50 62,526.05	33,465.039 2,677.20 5,800.61 69,607.28
DTD	18	Animal Control Officer 2	003170	80.00	29,211.915 2,336.95 5,063.40 60,760.78	33,004.804 2,640.38 5,720.83 68,649.99	36,797.871 2,943.83 6,378.30 76,539.57
DTD	16	Animal Health Technician	003173	80.00	26,655.982 2,132.48 4,620.37 55,444.44	30,060.602 2,404.85 5,210.50 62,526.05	33,465.039 2,677.20 5,800.61 69,607.28
DTD	13	Animal License Enforcmnt Off	003171	80.00	23,259.277 1,860.74 4,031.61 48,379.30	26,235.692 2,098.86 4,547.52 54,570.24	29,211.915 2,336.95 5,063.40 60,760.78
DTD	19A	Autobody Repair Technician	003429	80.00	33,465.039 2,677.20 5,800.61 69,607.28		38,479.395 3,078.35 6,669.76 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 2,234.73 4,841.92 58,102.99		32,026.759 2,562.14 5,551.30 66,615.66
DTD	28	Business & Econ Dev Coord	003035	80.00	46,373.544 3,709.88 8,038.08 96,456.97	52,447.092 4,195.77 9,090.83 109,089.95	58,520.635 4,681.65 10,143.58 121,722.92
DTD	25	CADD System Specialist	003736	80.00	40,307.919 3,224.63 6,986.71 83,840.47	45,588.740 3,647.10 7,902.05 94,824.58	50,869.556 4,069.56 8,817.39 105,808.68
DTD	31	Civil Engineer	003300	80.00	53,296.131 4,263.69 9,238.00 110,855.95	60,356.174 4,828.49 10,461.74 125,540.84	67,416.219 5,393.30 11,685.48 140,225.74
DTD	33F	Civil Engineer, Senior	003298	80.00	58,520.635 4,681.65 10,143.58 121,722.92	66,428.143 5,314.25 11,514.21 138,170.54	74,335.649 5,946.85 12,884.85 154,618.15
DTD	23	Code Enforcement Specialist	003904	80.00	36,797.871 2,943.83 6,378.30 76,539.57	41,585.711 3,326.86 7,208.19 86,498.28	46,373.544 3,709.88 8,038.08 96,456.97
DTD	25	Code Enforcement Specialist, Sr	003908	80.00	40,307.919 3,224.63 6,986.71 83,840.47	45,588.740 3,647.10 7,902.05 94,824.58	50,869.556 4,069.56 8,817.39 105,808.68
DTD	25	Combination Inspector	003892	80.00	40,307.919 3,224.63 6,986.71 83,840.47	45,588.740 3,647.10 7,902.05 94,824.58	50,869.556 4,069.56 8,817.39 105,808.68
DTD	26	County Forester	003199	80.00	42,231.975 3,378.56 7,320.21 87,842.51	47,764.144 3,821.13 8,279.12 99,349.42	53,296.131 4,263.69 9,238.00 110,855.95
DTD	15F	Customer Information Spec	003041	80.00	25,839.291 2,067.14 4,478.81 53,745.73	29,243.081 2,339.45 5,068.80 60,825.61	32,646.873 2,611.75 5,658.79 67,905.50
DTD	14	Data Control Analyst	003693	80.00	24,359.491 1,948.76 4,222.31 50,667.74	27,472.818 2,197.83 4,761.96 57,143.46	30,586.327 2,446.91 5,301.63 63,619.56
DTD	27	Develop Agency Proj Plan, Sr	003339	80.00	44,254.094 3,540.33 7,670.71 92,048.52	50,052.722 4,004.22 8,675.81 104,109.66	55,851.529 4,468.12 9,680.93 116,171.18

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**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	38.479395 3,078.35 6,669.76 80,037.14	43.509947 3,480.80 7,541.72 90,500.69	48.540494 3,883.24 8,413.69 100,964.23
DTD	28	Development Review Coord	003391	80.00	46.373544 3,709.88 8,038.08 96,456.97	52.447092 4,195.77 9,090.83 109,089.95	58.520635 4,681.65 10,143.58 121,722.92
DTD	25	Electrical Inspector	003900	80.00	40.307919 3,224.63 6,986.71 83,840.47	45.588740 3,647.10 7,902.05 94,824.58	50.869556 4,069.56 8,817.39 105,808.68
DTD	20	Engineering Technician 2	003303	80.00	32.026759 2,562.14 5,551.30 66,615.66	36.167250 2,893.38 6,268.99 75,227.88	40.307919 3,224.63 6,986.71 83,840.47
DTD	22X	Engineering Technician 3	003304	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
DTD	24	Engineering Technician 4	003305	80.00	38.479395 3,078.35 6,669.76 80,037.14	43.509947 3,480.80 7,541.72 90,500.69	48.540494 3,883.24 8,413.69 100,964.23
DTD	15	Environmental Assistant	003902	80.00	25.507556 2,040.60 4,421.31 53,055.72	28.767155 2,301.37 4,986.31 59,835.68	32.026759 2,562.14 5,551.30 66,615.66
DTD	23	Environmental Compliance Spec	003893	80.00	36.797871 2,943.83 6,378.30 76,539.57	41.585711 3,326.86 7,208.19 86,498.28	46.373544 3,709.88 8,038.08 96,456.97
DTD	22	Equipment Maintenance Coord	003422	80.00	35.131452 2,810.52 6,089.45 73,073.42	39.692954 3,175.44 6,880.11 82,561.34	44.254275 3,540.34 7,670.74 92,048.89
DTD	17	Ferry Operator	003447	80.00	27.934131 2,234.73 4,841.92 58,102.99	31.532702 2,522.62 5,465.67 65,588.02	35.131452 2,810.52 6,089.45 73,073.42
DTD	11	Fleet Assistant	003427	80.00	21.334142 1,706.73 3,697.92 44,375.02	23.995155 1,919.61 4,159.16 49,909.92	26.655982 2,132.48 4,620.37 55,444.44
DTD	23	Heavy Eq Mechanic, Senior	003610	80.00	36.797871 2,943.83 6,378.30 76,539.57	41.585711 3,326.86 7,208.19 86,498.28	46.373544 3,709.88 8,038.08 96,456.97

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

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

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

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

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 04/01/2026**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
DTD	29	Planner, Principal	003314	80.00	48,540.94 3,883.24 8,413.69 100,964.23	54,929.44 4,394.36 9,521.10 114,253.24	61,318.56 4,905.49 10,628.55 127,542.62
DTD	27	Planner, Senior	003313	80.00	44,254.09 3,540.33 7,670.71 92,048.52	50,052.72 4,004.22 8,675.81 104,109.66	55,851.52 4,468.12 9,680.93 116,171.18
DTD	26	Plans Examiner - Commercial	003906	80.00	42,231.97 3,378.56 7,320.21 87,842.51	47,764.14 3,821.13 8,279.12 99,349.42	53,296.13 4,263.69 9,238.00 110,855.95
DTD	24	Plans Examiner - Residential	003907	80.00	38,479.39 3,078.35 6,669.76 80,037.14	43,509.94 3,480.80 7,541.72 90,500.69	48,540.94 3,883.24 8,413.69 100,964.23
DTD	25	Plumbing Inspector	003909	80.00	40,307.91 3,224.63 6,986.71 83,840.47	45,588.74 3,647.10 7,902.05 94,824.58	50,869.56 4,069.56 8,817.39 105,808.68
DTD	25X	Pol, Perf & Research Analyst	003626	80.00	40,899.13 3,271.93 7,089.18 85,070.20	46,340.62 3,707.25 8,032.37 96,388.50	51,782.10 4,142.57 8,975.57 107,706.79
DTD	23E	Program Planner	003703	80.00	37,180.74 2,974.46 6,444.66 77,335.94	42,138.23 3,371.06 7,303.96 87,647.53	47,095.38 3,767.63 8,163.20 97,958.40
DTD	26	Property Agent Specialist	003451	80.00	42,231.97 3,378.56 7,320.21 87,842.51	47,764.14 3,821.13 8,279.12 99,349.42	53,296.13 4,263.69 9,238.00 110,855.95
DTD	18X	Purchasing Coordinator	003074	80.00	29,507.16 2,360.57 5,114.58 61,374.91	33,343.95 2,667.52 5,779.62 69,355.42	37,180.74 2,974.46 6,444.66 77,335.94
DTD	18	Right-Of-Way Technician	003157	80.00	29,211.91 2,336.95 5,063.40 60,760.78	33,004.80 2,640.38 5,720.83 68,649.99	36,797.81 2,943.83 6,378.30 76,539.57
DTD	24	Right-of-Way Agent 2	003156	80.00	38,479.39 3,078.35 6,669.76 80,037.14	43,509.94 3,480.80 7,541.72 90,500.69	48,540.94 3,883.24 8,413.69 100,964.23
DTD	28	Right-of-Way Agent, Senior	003155	80.00	46,373.54 3,709.88 8,038.08 96,456.97	52,447.02 4,195.77 9,090.83 109,089.95	58,520.65 4,681.65 10,143.58 121,722.92

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

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

**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