

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 08/01/2021

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	19	Accountant 1	010476	80.00	25.861597 2,068.93 4,482.68 53,792.12	29.444220 2,355.54 5,103.66 61,243.98	33.026992 2,642.16 5,724.68 68,696.14
WES	21	Accountant 2	010475	80.00	28.469657 2,277.57 4,934.74 59,216.89	32.450483 2,596.04 5,624.75 67,497.00	36.431156 2,914.49 6,314.73 75,776.80
WES	24	Accountant, Senior	010474	80.00	33.438956 2,675.12 5,796.09 69,553.03	38.154638 3,052.37 6,613.47 79,361.65	42.870469 3,429.64 7,430.88 89,170.58
WES	11	Accounting Clerk	010032	80.00	17.460609 1,396.85 3,026.51 36,318.07	19.876603 1,590.13 3,445.28 41,343.33	22.292590 1,783.41 3,864.05 46,368.59
WES	13B	Accounting Specialist 1	010098	80.00	19.608412 1,568.67 3,398.79 40,785.50	22.326192 1,786.10 3,869.87 46,438.48	25.043974 2,003.52 4,340.96 52,091.47
WES	15B	Accounting Specialist 2	010478	80.00	21.539683 1,723.17 3,733.55 44,802.54	24.490894 1,959.27 4,245.09 50,941.06	27.442103 2,195.37 4,756.63 57,079.57
WES	18	Accounting Specialist 3	010713	80.00	24.625699 1,970.06 4,268.45 51,221.45	28.071305 2,245.70 4,865.69 58,388.31	31.516752 2,521.34 5,462.90 65,554.84
WES	17	Administrative Specialist 1	010621	80.00	23.445307 1,875.62 4,063.85 48,766.24	26.712451 2,137.00 4,630.16 55,561.90	29.979595 2,398.37 5,196.46 62,357.56
WES	19	Administrative Specialist 2	010622	80.00	25.861597 2,068.93 4,482.68 53,792.12	29.444220 2,355.54 5,103.66 61,243.98	33.026992 2,642.16 5,724.68 68,696.14
WES	17	Biosolids Technician 1	010788	80.00	23.445307 1,875.62 4,063.85 48,766.24	26.712451 2,137.00 4,630.16 55,561.90	29.979595 2,398.37 5,196.46 62,357.56
WES	19	Biosolids Technician 2	010748	80.00	25.861597 2,068.93 4,482.68 53,792.12	29.444220 2,355.54 5,103.66 61,243.98	33.026992 2,642.16 5,724.68 68,696.14
WES	30	Civil Engineer	010300	80.00	44.337453 3,547.00 7,685.16 92,221.90	50.486997 4,038.96 8,751.08 105,012.95	56.636541 4,530.92 9,817.00 117,804.01

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WES	27	Civil Engineer, Associate	010299	80.00	38.270181 3,061.61 6,633.50 79,601.98	43.568722 3,485.50 7,551.91 90,622.94	48.867266 3,909.38 8,470.33 101,643.91
WES	32	Civil Engineer, Senior	010298	80.00	48.915553 3,913.24 8,478.70 101,744.35	55.700072 4,456.01 9,654.68 115,856.15	62.484592 4,998.77 10,830.66 129,967.95
WES	13B	Customer Information Spec	010041	80.00	19.608412 1,568.67 3,398.79 40,785.50	22.326192 1,786.10 3,869.87 46,438.48	25.043974 2,003.52 4,340.96 52,091.47
WES	27	Development Review Specialist	010377	80.00	38.270181 3,061.61 6,633.50 79,601.98	43.568722 3,485.50 7,551.91 90,622.94	48.867266 3,909.38 8,470.33 101,643.91
WES	19	Engineering Technician 2	010303	80.00	25.861597 2,068.93 4,482.68 53,792.12	29.444220 2,355.54 5,103.66 61,243.98	33.026992 2,642.16 5,724.68 68,696.14
WES	21	Engineering Technician 3	010304	80.00	28.469657 2,277.57 4,934.74 59,216.89	32.450483 2,596.04 5,624.75 67,497.00	36.431156 2,914.49 6,314.73 75,776.80
WES	23	Engineering Technician 4	010305	80.00	31.516752 2,521.34 5,462.90 65,554.84	35.854341 2,868.35 6,214.75 74,577.03	40.192084 3,215.37 6,966.63 83,599.53
WES	25	Environmental Prog Coordinator	010834	80.00	34.701172 2,776.09 6,014.87 72,178.44	39.519239 3,161.54 6,850.00 82,200.02	44.337453 3,547.00 7,685.16 92,221.90
WES	25B	Financial Analyst	010477	80.00	35.572573 2,845.81 6,165.91 73,990.95	40.390715 3,231.26 7,001.06 84,012.69	45.208857 3,616.71 7,836.20 94,034.42
WES	22	GIS Technician	010666	80.00	29.979595 2,398.37 5,196.46 62,357.56	34.124812 2,729.98 5,914.97 70,979.61	38.270181 3,061.61 6,633.50 79,601.98
WES	23	Instrumentation Technician	010808	80.00	31.516752 2,521.34 5,462.90 65,554.84	35.854341 2,868.35 6,214.75 74,577.03	40.192084 3,215.37 6,966.63 83,599.53
WES	20	Laboratory Analyst	010786	80.00	27.151637 2,172.13 4,706.28 56,475.40	30.926331 2,474.11 5,360.56 64,326.77	34.701172 2,776.09 6,014.87 72,178.44

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WES	18	Laboratory Technician	010789	80.00	24.625699 1,970.06 4,268.45 51,221.45	28.071305 2,245.70 4,865.69 58,388.31	31.516752 2,521.34 5,462.90 65,554.84
WES	21	Management Analyst 1	010623	80.00	28.469657 2,277.57 4,934.74 59,216.89	32.450483 2,596.04 5,624.75 67,497.00	36.431156 2,914.49 6,314.73 75,776.80
WES	23	Management Analyst 2	010624	80.00	31.516752 2,521.34 5,462.90 65,554.84	35.854341 2,868.35 6,214.75 74,577.03	40.192084 3,215.37 6,966.63 83,599.53
WES	25	Management Analyst, Senior	010625	80.00	34.701172 2,776.09 6,014.87 72,178.44	39.519239 3,161.54 6,850.00 82,200.02	44.337453 3,547.00 7,685.16 92,221.90
WES	24	Microcomp Programmer/Analyst	010692	80.00	33.438956 2,675.12 5,796.09 69,553.03	38.154638 3,052.37 6,613.47 79,361.65	42.870469 3,429.64 7,430.88 89,170.58
WES	21	Microcomputer Analyst	010690	80.00	28.469657 2,277.57 4,934.74 59,216.89	32.450483 2,596.04 5,624.75 67,497.00	36.431156 2,914.49 6,314.73 75,776.80
WES	24	Microcomputer Specialist 2	010673	80.00	33.438956 2,675.12 5,796.09 69,553.03	38.154638 3,052.37 6,613.47 79,361.65	42.870469 3,429.64 7,430.88 89,170.58
WES	12	Office Specialist 1	010631	80.00	18.339439 1,467.16 3,178.84 38,146.03	20.892299 1,671.38 3,621.33 43,455.98	23.445307 1,875.62 4,063.85 48,766.24
WES	14	Office Specialist 2	010632	80.00	20.205685 1,616.45 3,502.32 42,027.82	23.033645 1,842.69 3,992.50 47,909.98	25.861597 2,068.93 4,482.68 53,792.12
WES	15	Permits Specialist	010054	80.00	21.249215 1,699.94 3,683.20 44,198.37	24.200426 1,936.03 4,194.74 50,336.89	27.151637 2,172.13 4,706.28 56,475.40
WES	19	Permits Technician	010053	80.00	25.861597 2,068.93 4,482.68 53,792.12	29.444220 2,355.54 5,103.66 61,243.98	33.026992 2,642.16 5,724.68 68,696.14
WES	24	Pol, Perf & Research Analyst	010626	80.00	33.438956 2,675.12 5,796.09 69,553.03	38.154638 3,052.37 6,613.47 79,361.65	42.870469 3,429.64 7,430.88 89,170.58

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WES	26	Policy, Perf & Research An, Sr	010627	80.00	36,431.156	41,482.727	46,534.453
					2,914.49	3,318.62	3,722.76
					6,314.73	7,190.34	8,065.97
					75,776.80	86,284.07	96,791.66
WES	21	Safety & Loss Control Coord	010423	80.00	28,469.657	32,450.483	36,431.156
					2,277.57	2,596.04	2,914.49
					4,934.74	5,624.75	6,314.73
					59,216.89	67,497.00	75,776.80
WES	68	Sanitary and Stormwater Tech	010848	80.00	22,292.590	28,496.880	34,701.172
					1,783.41	2,279.75	2,776.09
					3,864.05	4,939.46	6,014.87
					46,368.59	59,273.51	72,178.44
WES	25	Source Control Coordinator	010776	80.00	34,701.172	39,519.239	44,337.453
					2,776.09	3,161.54	3,547.00
					6,014.87	6,850.00	7,685.16
					72,178.44	82,200.02	92,221.90
WES	21	Source Control Specialist	010777	80.00	28,469.657	32,450.483	36,431.156
					2,277.57	2,596.04	2,914.49
					4,934.74	5,624.75	6,314.73
					59,216.89	67,497.00	75,776.80
WES	18	Source Control Technician	010775	80.00	24,625.699	28,071.305	31,516.752
					1,970.06	2,245.70	2,521.34
					4,268.45	4,865.69	5,462.90
					51,221.45	58,388.31	65,554.84
WES	28	Supervising Electrician	010468	80.00	40,192.236	45,765.117	51,338.152
					3,215.38	3,661.21	4,107.05
					6,966.65	7,932.62	8,898.61
					83,599.85	95,191.44	106,783.36
WES	69	Systems Project Analyst,Senior	010665	80.00	41,570.901	47,146.201	52,721.502
					3,325.67	3,771.70	4,217.72
					7,205.62	8,172.01	9,138.39
					86,467.47	98,064.10	109,660.72
WES	26	Technical Services Coord	010733	80.00	36,431.156	41,482.727	46,534.453
					2,914.49	3,318.62	3,722.76
					6,314.73	7,190.34	8,065.97
					75,776.80	86,284.07	96,791.66
WES	24	Technical Services Specialist	010732	80.00	33,438.956	38,154.638	42,870.469
					2,675.12	3,052.37	3,429.64
					5,796.09	6,613.47	7,430.88
					69,553.03	79,361.65	89,170.58
WES	23	WES Resource Specialist	010850	80.00	31,516.752	35,854.341	40,192.084
					2,521.34	2,868.35	3,215.37
					5,462.90	6,214.75	6,966.63
					65,554.84	74,577.03	83,599.53
WES	22	Wastewater Maint Coordinator	010773	80.00	29,979.595	34,124.812	38,270.181
					2,398.37	2,729.98	3,061.61
					5,196.46	5,914.97	6,633.50
					62,357.56	70,979.61	79,601.98

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WES	21	Wastewater Mechanic	010787	80.00	28,469.657	32,450.483	36,431.156
					2,277.57	2,596.04	2,914.49
					4,934.74	5,624.75	6,314.73
					59,216.89	67,497.00	75,776.80
WES	17	Wastewater Plant Operator 1	010796	80.00	23,445.307	26,712.451	29,979.595
					1,875.62	2,137.00	2,398.37
					4,063.85	4,630.16	5,196.46
					48,766.24	55,561.90	62,357.56
WES	20	Wastewater Plant Operator 2	010797	80.00	27,151.637	30,926.331	34,701.172
					2,172.13	2,474.11	2,776.09
					4,706.28	5,360.56	6,014.87
					56,475.40	64,326.77	72,178.44
WES	22	Wastewater Plant Operator 3	010795	80.00	29,979.595	34,124.812	38,270.181
					2,398.37	2,729.98	3,061.61
					5,196.46	5,914.97	6,633.50
					62,357.56	70,979.61	79,601.98
WES	32	Wastewater Process Engineer	010847	80.00	48,915.553	55,700.072	62,484.592
					3,913.24	4,456.01	4,998.77
					8,478.70	9,654.68	10,830.66
					101,744.35	115,856.15	129,967.95
WES	22	Wastewtr/Stormwtr Collect Cord	010782	80.00	29,979.595	34,124.812	38,270.181
					2,398.37	2,729.98	3,061.61
					5,196.46	5,914.97	6,633.50
					62,357.56	70,979.61	79,601.98
WES	13	Water Environ Serv Assistant	010785	80.00	19,190.140	21,907.995	24,625.699
					1,535.21	1,752.64	1,970.06
					3,326.29	3,797.39	4,268.45
					39,915.49	45,568.63	51,221.45
WES	26	Water Quality Analyst	010322	80.00	36,431.156	41,482.727	46,534.453
					2,914.49	3,318.62	3,722.76
					6,314.73	7,190.34	8,065.97
					75,776.80	86,284.07	96,791.66