

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 01/04/2025

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	19W	Accountant 1	010476	80.00	29,991.434	34,106.133	38,220.830
					2,399.31	2,728.49	3,057.67
					5,198.52	5,911.73	6,624.94
					62,382.18	70,940.76	79,499.33
WES	15F	Accounting Specialist 2	010478	80.00	25,135.497	28,446.577	31,757.659
					2,010.84	2,275.73	2,540.61
					4,356.82	4,930.74	5,504.66
					52,281.83	59,168.88	66,055.93
WES	18W	Accounting Specialist 3	010713	80.00	28,703.471	32,588.280	36,473.089
					2,296.28	2,607.06	2,917.85
					4,975.27	5,648.64	6,322.00
					59,703.22	67,783.62	75,864.03
WES	17F	Administrative Specialist 1	010621	80.00	27,469.088	31,081.643	34,694.198
					2,197.53	2,486.53	2,775.54
					4,761.31	5,387.48	6,013.66
					57,135.70	64,649.82	72,163.93
WES	19Y	Administrative Specialist 2	010622	80.00	29,991.434	34,494.294	38,997.155
					2,399.31	2,759.54	3,119.77
					5,198.52	5,979.01	6,759.51
					62,382.18	71,748.13	81,114.08
WES	19	Biosolids Technician	010748	80.00	29,928.602	34,074.630	38,220.830
					2,394.29	2,725.97	3,057.67
					5,187.62	5,906.27	6,624.94
					62,251.49	70,875.23	79,499.33
WES	30F	Civil Engineer	010300	80.00	51,844.485	58,712.232	65,579.980
					4,147.56	4,696.98	5,246.40
					8,986.38	10,176.79	11,367.20
					107,836.53	122,121.44	136,406.36
WES	27	Civil Engineer, Associate	010299	80.00	44,288.564	50,420.356	56,552.151
					3,543.09	4,033.63	4,524.17
					7,676.68	8,739.53	9,802.37
					92,120.21	104,874.34	117,628.47
WES	33F	Civil Engineer, Senior	010298	80.00	56,926.688	64,618.816	72,310.943
					4,554.14	5,169.51	5,784.88
					9,867.29	11,200.59	12,533.90
					118,407.51	134,407.14	150,406.76
WES	15F	Customer Information Spec	010041	80.00	25,135.497	28,446.577	31,757.659
					2,010.84	2,275.73	2,540.61
					4,356.82	4,930.74	5,504.66
					52,281.83	59,168.88	66,055.93
WES	27	Development Review Specialist	010377	80.00	44,288.564	50,420.356	56,552.151
					3,543.09	4,033.63	4,524.17
					7,676.68	8,739.53	9,802.37
					92,120.21	104,874.34	117,628.47
WES	27X	Environmental Prog Coordinator	010834	80.00	43,765.783	49,587.091	55,408.398
					3,501.26	3,966.97	4,432.67
					7,586.07	8,595.10	9,604.12
					91,032.83	103,141.15	115,249.47

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 01/04/2025

<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>
WES	25A	Field Operations Coordinator	010782	80.00	46,511.880 3,720.95 8,062.06 96,744.71		51,310.890 4,104.87 8,893.89 106,726.65
WES	95T	Field Operations Tech Trainee	010861	80.00	28,565.040 2,285.20 4,951.27 59,415.28	29,064.720 2,325.18 5,037.88 60,454.62	29,564.400 2,365.15 5,124.50 61,493.95
WES	20	Field Operations Technician 1	010862	80.00	31,421.513 2,513.72 5,446.40 65,356.75	35,789.817 2,863.19 6,203.57 74,442.82	40,158.292 3,212.66 6,960.77 83,529.25
WES	22	Field Operations Technician 2	010863	80.00	34,694.198 2,775.54 6,013.66 72,163.93	39,491.294 3,159.30 6,845.16 82,141.89	44,288.564 3,543.09 7,676.68 92,120.21
WES	25B	Financial Analyst	010477	80.00	41,166.730 3,293.34 7,135.57 85,626.80	46,742.575 3,739.41 8,102.05 97,224.56	52,318.420 4,185.47 9,068.53 108,822.31
WES	22	GIS Technician	010666	80.00	34,694.198 2,775.54 6,013.66 72,163.93	39,491.294 3,159.30 6,845.16 82,141.89	44,288.564 3,543.09 7,676.68 92,120.21
WES	23	Instrumentation Technician	010808	80.00	36,473.089 2,917.85 6,322.00 75,864.03	41,492.808 3,319.42 7,192.09 86,305.04	46,512.707 3,721.02 8,062.20 96,746.43
WES	20	Laboratory Analyst	010786	80.00	31,421.513 2,513.72 5,446.40 65,356.75	35,789.817 2,863.19 6,203.57 74,442.82	40,158.292 3,212.66 6,960.77 83,529.25
WES	18	Laboratory Technician	010789	80.00	28,498.346 2,279.87 4,939.71 59,276.56	32,485.808 2,598.86 5,630.87 67,570.48	36,473.089 2,917.85 6,322.00 75,864.03
WES	21F	Management Analyst 1	010623	80.00	33,225.832 2,658.07 5,759.14 69,109.73	37,693.083 3,015.45 6,533.47 78,401.61	42,160.333 3,372.83 7,307.79 87,693.49
WES	24X	Management Analyst 2	010624	80.00	37,935.549 3,034.84 6,575.50 78,905.94	43,021.954 3,441.76 7,457.14 89,485.66	48,108.357 3,848.67 8,338.78 100,065.38
WES	26X	Management Analyst, Senior	010625	80.00	41,081.688 3,286.54 7,120.83 85,449.91	46,463.086 3,717.05 8,053.60 96,643.22	51,844.485 4,147.56 8,986.38 107,836.53

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 01/04/2025

<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>
WES	24	Microcomp Programmer/Analyst	010692	80.00	38,697,579 3,095.81 6,707.58 80,490.96	44,154,851 3,532.39 7,653.51 91,842.09	49,612,294 3,968.98 8,599.46 103,193.57
WES	19	Permits Technician	010053	80.00	29,928,602 2,394.29 5,187.62 62,251.49	34,074,630 2,725.97 5,906.27 70,875.23	38,220,830 3,057.67 6,624.94 79,499.33
WES	25X	Pol, Perf & Research Analyst	010626	80.00	39,785,149 3,182.81 6,896.09 82,753.11	45,078,426 3,606.27 7,813.59 93,763.13	50,371,701 4,029.74 8,731.09 104,773.14
WES	27Y	Policy, Perf & Research An, Sr	010627	80.00	43,765,783 3,501.26 7,586.07 91,032.83	50,691,043 4,055.28 8,786.45 105,437.37	57,616,303 4,609.30 9,986.83 119,841.91
WES	21	Source Control Specialist	010777	80.00	32,946,807 2,635.74 5,710.78 68,529.36	37,553,660 3,004.29 6,509.30 78,111.61	42,160,333 3,372.83 7,307.79 87,693.49
WES	18	Source Control Technician	010775	80.00	28,498,346 2,279.87 4,939.71 59,276.56	32,485,808 2,598.86 5,630.87 67,570.48	36,473,089 2,917.85 6,322.00 75,864.03
WES	28	Supervising Electrician	010468	80.00	46,512,882 3,721.03 8,062.23 96,746.79	52,962,158 4,236.97 9,180.11 110,161.29	59,411,611 4,752.93 10,298.01 123,576.15
WES	27X	Systems Project Analyst	010687	80.00	43,765,783 3,501.26 7,586.07 91,032.83	49,587,091 3,966.97 8,595.10 103,141.15	55,408,398 4,432.67 9,604.12 115,249.47
WES	29X	Systems Project Analyst,Senior	010665	80.00	48,108,357 3,848.67 8,338.78 100,065.38	54,560,432 4,364.83 9,457.14 113,485.70	61,012,506 4,881.00 10,575.50 126,906.01
WES	27D	Technical Services Coord	010733	80.00	43,048,730 3,443.90 7,461.78 89,541.36	48,689,505 3,895.16 8,439.51 101,274.17	54,330,281 4,346.42 9,417.25 113,006.98
WES	25F	Technical Services Specialist	010732	80.00	39,210,038 3,136.80 6,796.41 81,556.88	44,411,167 3,552.89 7,697.94 92,375.23	49,612,294 3,968.98 8,599.46 103,193.57
WES	23	WES Resource Specialist	010850	80.00	36,473,089 2,917.85 6,322.00 75,864.03	41,492,808 3,319.42 7,192.09 86,305.04	46,512,707 3,721.02 8,062.20 96,746.43

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 01/04/2025

<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>
WES	17	WES Technician	010788	80.00	27,132.326 2,170.59 4,702.94 56,435.24	30,913.261 2,473.06 5,358.30 64,299.58	34,694.198 2,775.54 6,013.66 72,163.93
WES	22	Wastewater Maint Coordinator	010773	80.00	34,694.198 2,775.54 6,013.66 72,163.93	39,491.294 3,159.30 6,845.16 82,141.89	44,288.564 3,543.09 7,676.68 92,120.21
WES	21	Wastewater Mechanic	010787	80.00	32,946.807 2,635.74 5,710.78 68,529.36	37,553.660 3,004.29 6,509.30 78,111.61	42,160.333 3,372.83 7,307.79 87,693.49
WES	95T	Wastewater Plant Op Trainee	010853	80.00	28,565.040 2,285.20 4,951.27 59,415.28	29,064.720 2,325.18 5,037.88 60,454.62	29,564.400 2,365.15 5,124.50 61,493.95
WES	25A	Wastewater Plant Operations Co	010795	80.00	46,511.880 3,720.95 8,062.06 96,744.71		51,310.890 4,104.87 8,893.89 106,726.65
WES	20	Wastewater Plant Operator 1	010796	80.00	31,421.513 2,513.72 5,446.40 65,356.75	35,789.817 2,863.19 6,203.57 74,442.82	40,158.292 3,212.66 6,960.77 83,529.25
WES	22	Wastewater Plant Operator 2	010797	80.00	34,694.198 2,775.54 6,013.66 72,163.93	39,491.294 3,159.30 6,845.16 82,141.89	44,288.564 3,543.09 7,676.68 92,120.21
WES	32	Wastewater Process Engineer	010847	80.00	56,608.031 4,528.64 9,812.06 117,744.70	64,459.486 5,156.76 11,172.98 134,075.73	72,310.943 5,784.88 12,533.90 150,406.76
WES	13	Water Environ Serv Assistant	010785	80.00	22,207.989 1,776.64 3,849.38 46,192.62	25,353.254 2,028.26 4,394.56 52,734.77	28,498.346 2,279.87 4,939.71 59,276.56
WES	26	Water Quality Analyst	010322	80.00	42,160.333 3,372.83 7,307.79 87,693.49	48,006.317 3,840.51 8,321.09 99,853.14	53,852.479 4,308.20 9,334.43 112,013.16