

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 12/01/2024

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	19W	Accountant 1	010476	80.00	28.810215	32.762856	36.715495
					2,304.82	2,621.03	2,937.24
					4,993.77	5,678.90	6,364.02
					59,925.25	68,146.74	76,368.23
WES	15F	Accounting Specialist 2	010478	80.00	24.145530	27.326203	30.506877
					1,931.64	2,186.10	2,440.55
					4,185.23	4,736.54	5,287.86
					50,222.70	56,838.50	63,454.30
WES	18W	Accounting Specialist 3	010713	80.00	27.572979	31.304784	35.036589
					2,205.84	2,504.38	2,802.93
					4,779.32	5,426.16	6,073.01
					57,351.80	65,113.95	72,876.11
WES	17F	Administrative Specialist 1	010621	80.00	26.387212	29.857486	33.327760
					2,110.98	2,388.60	2,666.22
					4,573.78	5,175.30	5,776.81
					54,885.40	62,103.57	69,321.74
WES	19Y	Administrative Specialist 2	010622	80.00	28.810215	33.135729	37.461244
					2,304.82	2,650.86	2,996.90
					4,993.77	5,743.53	6,493.28
					59,925.25	68,922.32	77,919.39
WES	19	Biosolids Technician	010748	80.00	28.749858	32.732594	36.715495
					2,299.99	2,618.61	2,937.24
					4,983.31	5,673.65	6,364.02
					59,799.70	68,083.80	76,368.23
WES	30F	Civil Engineer	010300	80.00	49.802579	56.399839	62.997099
					3,984.21	4,511.99	5,039.77
					8,632.45	9,775.97	10,919.50
					103,589.36	117,311.67	131,033.97
WES	27	Civil Engineer, Associate	010299	80.00	42.544250	48.434540	54.324833
					3,403.54	3,874.76	4,345.99
					7,374.34	8,395.32	9,416.30
					88,492.04	100,743.84	112,995.65
WES	33F	Civil Engineer, Senior	010298	80.00	54.684619	62.073791	69.462962
					4,374.77	4,965.90	5,557.04
					9,478.67	10,759.46	12,040.25
					113,744.01	129,113.49	144,482.96
WES	15F	Customer Information Spec	010041	80.00	24.145530	27.326203	30.506877
					1,931.64	2,186.10	2,440.55
					4,185.23	4,736.54	5,287.86
					50,222.70	56,838.50	63,454.30
WES	27	Development Review Specialist	010377	80.00	42.544250	48.434540	54.324833
					3,403.54	3,874.76	4,345.99
					7,374.34	8,395.32	9,416.30
					88,492.04	100,743.84	112,995.65
WES	27X	Environmental Prog Coordinator	010834	80.00	42.042059	47.634093	53.226127
					3,363.36	3,810.73	4,258.09
					7,287.29	8,256.58	9,225.86
					87,447.48	99,078.91	110,710.34

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WES	25A	Field Operations Coordinator	010782	80.00	44.680000		49.290000
					3,574.40		3,943.20
					7,744.53		8,543.60
					92,934.40		102,523.20
WES	95T	Field Operations Tech Trainee	010861	80.00	27.440000	27.920000	28.400000
					2,195.20	2,233.60	2,272.00
					4,756.27	4,839.47	4,922.67
					57,075.20	58,073.60	59,072.00
WES	20	Field Operations Technician 1	010862	80.00	30.183970	34.380228	38.576649
					2,414.72	2,750.42	3,086.13
					5,231.89	5,959.24	6,686.62
					62,782.66	71,510.87	80,239.43
WES	22	Field Operations Technician 2	010863	80.00	33.327760	37.935921	42.544250
					2,666.22	3,034.87	3,403.54
					5,776.81	6,575.56	7,374.34
					69,321.74	78,906.72	88,492.04
WES	25B	Financial Analyst	010477	80.00	39.545370	44.901609	50.257848
					3,163.63	3,592.13	4,020.63
					6,854.53	7,782.95	8,711.36
					82,254.37	93,395.35	104,536.32
WES	22	GIS Technician	010666	80.00	33.327760	37.935921	42.544250
					2,666.22	3,034.87	3,403.54
					5,776.81	6,575.56	7,374.34
					69,321.74	78,906.72	88,492.04
WES	23	Instrumentation Technician	010808	80.00	35.036589	39.858605	44.680794
					2,802.93	3,188.69	3,574.46
					6,073.01	6,908.82	7,744.67
					72,876.11	82,905.90	92,936.05
WES	20	Laboratory Analyst	010786	80.00	30.183970	34.380228	38.576649
					2,414.72	2,750.42	3,086.13
					5,231.89	5,959.24	6,686.62
					62,782.66	71,510.87	80,239.43
WES	18	Laboratory Technician	010789	80.00	27.375933	31.206348	35.036589
					2,190.07	2,496.51	2,802.93
					4,745.16	5,409.10	6,073.01
					56,941.94	64,909.20	72,876.11
WES	21F	Management Analyst 1	010623	80.00	31.917226	36.208533	40.499840
					2,553.38	2,896.68	3,239.99
					5,532.32	6,276.15	7,019.97
					66,387.83	75,313.75	84,239.67
WES	24X	Management Analyst 2	010624	80.00	36.441450	41.327525	46.213599
					2,915.32	3,306.20	3,697.09
					6,316.52	7,163.44	8,010.36
					75,798.22	85,961.25	96,124.29
WES	26X	Management Analyst, Senior	010625	80.00	39.463677	44.633128	49.802579
					3,157.09	3,570.65	3,984.21
					6,840.37	7,736.41	8,632.45
					82,084.45	92,836.91	103,589.36

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	24	Microcomp Programmer/Analyst	010692	80.00	37,173.467	42,415.803	47,658.304
					2,973.88	3,393.26	3,812.66
					6,443.40	7,352.07	8,260.77
					77,320.81	88,224.87	99,129.27
WES	19	Permits Technician	010053	80.00	28,749.858	32,732.594	36,715.495
					2,299.99	2,618.61	2,937.24
					4,983.31	5,673.65	6,364.02
					59,799.70	68,083.80	76,368.23
WES	25X	Pol, Perf & Research Analyst	010626	80.00	38,218.203	43,303.003	48,387.801
					3,057.46	3,464.24	3,871.02
					6,624.49	7,505.85	8,387.22
					79,493.86	90,070.25	100,646.63
WES	27Y	Policy, Perf & Research An, Sr	010627	80.00	42,042.059	48,694.566	55,347.073
					3,363.36	3,895.57	4,427.77
					7,287.29	8,440.39	9,593.49
					87,447.48	101,284.70	115,121.91
WES	25	Source Control Coordinator	010776	80.00	38,576.649	43,932.804	49,289.124
					3,086.13	3,514.62	3,943.13
					6,686.62	7,615.02	8,543.45
					80,239.43	91,380.23	102,521.38
WES	21	Source Control Specialist	010777	80.00	31,649.190	36,074.601	40,499.840
					2,531.94	2,885.97	3,239.99
					5,485.86	6,252.93	7,019.97
					65,830.32	75,035.17	84,239.67
WES	18	Source Control Technician	010775	80.00	27,375.933	31,206.348	35,036.589
					2,190.07	2,496.51	2,802.93
					4,745.16	5,409.10	6,073.01
					56,941.94	64,909.20	72,876.11
WES	28	Supervising Electrician	010468	80.00	44,680.963	50,876.232	57,071.672
					3,574.48	4,070.10	4,565.73
					7,744.70	8,818.55	9,892.42
					92,936.40	105,822.56	118,709.08
WES	27X	Systems Project Analyst	010687	80.00	42,042.059	47,634.093	53,226.127
					3,363.36	3,810.73	4,258.09
					7,287.29	8,256.58	9,225.86
					87,447.48	99,078.91	110,710.34
WES	29X	Systems Project Analyst,Senior	010665	80.00	46,213.599	52,411.558	58,609.516
					3,697.09	4,192.92	4,688.76
					8,010.36	9,084.67	10,158.98
					96,124.29	109,016.04	121,907.79
WES	27D	Technical Services Coord	010733	80.00	41,353.247	46,771.859	52,190.472
					3,308.26	3,741.75	4,175.24
					7,167.90	8,107.12	9,046.35
					86,014.75	97,285.47	108,556.18
WES	25F	Technical Services Specialist	010732	80.00	37,665.743	42,662.024	47,658.304
					3,013.26	3,412.96	3,812.66
					6,528.73	7,394.75	8,260.77
					78,344.75	88,737.01	99,129.27

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WES	23	WES Resource Specialist	010850	80.00	35.036589 2,802.93 6,073.01 72,876.11	39.858605 3,188.69 6,908.82 82,905.90	44.680794 3,574.46 7,744.67 92,936.05
WES	17	WES Technician	010788	80.00	26.063714 2,085.10 4,517.71 54,212.53	29.695736 2,375.66 5,147.26 61,767.13	33.327760 2,666.22 5,776.81 69,321.74
WES	22	Wastewater Maint Coordinator	010773	80.00	33.327760 2,666.22 5,776.81 69,321.74	37.935921 3,034.87 6,575.56 78,906.72	42.544250 3,403.54 7,374.34 88,492.04
WES	21	Wastewater Mechanic	010787	80.00	31.649190 2,531.94 5,485.86 65,830.32	36.074601 2,885.97 6,252.93 75,035.17	40.499840 3,239.99 7,019.97 84,239.67
WES	95T	Wastewater Plant Op Trainee	010853	80.00	27.440000 2,195.20 4,756.27 57,075.20	27.920000 2,233.60 4,839.47 58,073.60	28.400000 2,272.00 4,922.67 59,072.00
WES	25A	Wastewater Plant Operations Co	010795	80.00	44.680000 3,574.40 7,744.53 92,934.40		49.290000 3,943.20 8,543.60 102,523.20
WES	20	Wastewater Plant Operator 1	010796	80.00	30.183970 2,414.72 5,231.89 62,782.66	34.380228 2,750.42 5,959.24 71,510.87	38.576649 3,086.13 6,686.62 80,239.43
WES	22	Wastewater Plant Operator 2	010797	80.00	33.327760 2,666.22 5,776.81 69,321.74	37.935921 3,034.87 6,575.56 78,906.72	42.544250 3,403.54 7,374.34 88,492.04
WES	32	Wastewater Process Engineer	010847	80.00	54.378512 4,350.28 9,425.61 113,107.30	61.920736 4,953.66 10,732.93 128,795.13	69.462962 5,557.04 12,040.25 144,482.96
WES	13	Water Environ Serv Assistant	010785	80.00	21.333323 1,706.67 3,697.78 44,373.31	24.354711 1,948.38 4,221.48 50,657.80	27.375933 2,190.07 4,745.16 56,941.94
WES	26	Water Quality Analyst	010322	80.00	40.499840 3,239.99 7,019.97 84,239.67	46.115578 3,689.25 7,993.37 95,920.40	51.731488 4,138.52 8,966.79 107,601.50