

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	19W	Accountant 1	010476	80.00	30,831.194	35,061.105	39,291.013
					2,466.50	2,804.89	3,143.28
					5,344.07	6,077.26	6,810.44
					64,128.88	72,927.10	81,725.31
WES	15F	Accounting Specialist 2	010478	80.00	25,839.291	29,243.081	32,646.873
					2,067.14	2,339.45	2,611.75
					4,478.81	5,068.80	5,658.79
					53,745.73	60,825.61	67,905.50
WES	18W	Accounting Specialist 3	010713	80.00	29,507.168	33,500.752	37,494.335
					2,360.57	2,680.06	2,999.55
					5,114.58	5,806.80	6,499.02
					61,374.91	69,681.56	77,988.22
WES	17F	Administrative Specialist 1	010621	80.00	28,238.222	31,951.929	35,665.636
					2,259.06	2,556.15	2,853.25
					4,894.63	5,538.33	6,182.04
					58,735.50	66,460.01	74,184.52
WES	19Y	Administrative Specialist 2	010622	80.00	30,831.194	35,460.134	40,089.075
					2,466.50	2,836.81	3,207.13
					5,344.07	6,146.42	6,948.77
					64,128.88	73,757.08	83,385.28
WES	30F	Civil Engineer	010300	80.00	53,296.131	60,356.174	67,416.219
					4,263.69	4,828.49	5,393.30
					9,238.00	10,461.74	11,685.48
					110,855.95	125,540.84	140,225.74
WES	27	Civil Engineer, Associate	010299	80.00	45,528.644	51,832.126	58,135.611
					3,642.29	4,146.57	4,650.85
					7,891.63	8,984.24	10,076.84
					94,699.58	107,810.82	120,922.07
WES	33F	Civil Engineer, Senior	010298	80.00	58,520.635	66,428.143	74,335.649
					4,681.65	5,314.25	5,946.85
					10,143.58	11,514.21	12,884.85
					121,722.92	138,170.54	154,618.15
WES	15F	Customer Information Spec	010041	80.00	25,839.291	29,243.081	32,646.873
					2,067.14	2,339.45	2,611.75
					4,478.81	5,068.80	5,658.79
					53,745.73	60,825.61	67,905.50
WES	28D	Development Review Coord	010391	80.00	46,373.544	52,447.092	58,520.635
					3,709.88	4,195.77	4,681.65
					8,038.08	9,090.83	10,143.58
					96,456.97	109,089.95	121,722.92
WES	27	Development Review Specialist	010377	80.00	45,528.644	51,832.126	58,135.611
					3,642.29	4,146.57	4,650.85
					7,891.63	8,984.24	10,076.84
					94,699.58	107,810.82	120,922.07
WES	27X	Environmental Prog Coordinator	010834	80.00	44,991.225	50,975.530	56,959.833
					3,599.30	4,078.04	4,556.79
					7,798.48	8,835.76	9,873.04
					93,581.75	106,029.10	118,476.45

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	25F	Environmental Services Spec	010777	80.00	40.307919	45.654680	51.001438
					3,224.63	3,652.37	4,080.12
					6,986.71	7,913.48	8,840.25
					83,840.47	94,961.73	106,082.99
WES	20	Environmental Services Tech	010775	80.00	32.301315	36.791932	41.282724
					2,584.11	2,943.35	3,302.62
					5,598.89	6,377.27	7,155.67
					67,186.74	76,527.22	85,868.07
WES	25A	Field Operations Coordinator	010782	80.00	47.814213		52.747595
					3,825.14		4,219.81
					8,287.80		9,142.92
					99,453.56		109,715.00
WES	95T	Field Operations Tech Trainee	010861	80.00	29.364861	29.878532	30.392203
					2,349.19	2,390.28	2,431.38
					5,089.91	5,178.95	5,267.98
					61,078.91	62,147.35	63,215.78
WES	20	Field Operations Technician 1	010862	80.00	32.301315	36.791932	41.282724
					2,584.11	2,943.35	3,302.62
					5,598.89	6,377.27	7,155.67
					67,186.74	76,527.22	85,868.07
WES	22	Field Operations Technician 2	010863	80.00	35.665636	40.597050	45.528644
					2,853.25	3,247.76	3,642.29
					6,182.04	7,036.82	7,891.63
					74,184.52	84,441.86	94,699.58
WES	27X	Financial Analyst	010477	80.00	44.991225	50.975530	56.959833
					3,599.30	4,078.04	4,556.79
					7,798.48	8,835.76	9,873.04
					93,581.75	106,029.10	118,476.45
WES	22	GIS Technician	010666	80.00	35.665636	40.597050	45.528644
					2,853.25	3,247.76	3,642.29
					6,182.04	7,036.82	7,891.63
					74,184.52	84,441.86	94,699.58
WES	24	GIS Technician, Senior	010650	80.00	39.781111	45.391187	51.001438
					3,182.49	3,631.29	4,080.12
					6,895.39	7,867.81	8,840.25
					82,744.71	94,413.67	106,082.99
WES	26	Instrumentation Technician	010808	80.00	43.340822	49.350494	55.360348
					3,467.27	3,948.04	4,428.83
					7,512.41	8,554.09	9,595.79
					90,148.91	102,649.03	115,149.52
WES	20	Laboratory Analyst	010786	80.00	32.301315	36.791932	41.282724
					2,584.11	2,943.35	3,302.62
					5,598.89	6,377.27	7,155.67
					67,186.74	76,527.22	85,868.07
WES	18	Laboratory Technician	010789	80.00	29.296300	33.395411	37.494335
					2,343.70	2,671.63	2,999.55
					5,078.03	5,788.54	6,499.02
					60,936.30	69,462.45	77,988.22

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	21F	Management Analyst 1	010623	80.00	34.156155	38.748489	43.340822
					2,732.49	3,099.88	3,467.27
					5,920.40	6,716.40	7,512.41
					71,044.80	80,596.86	90,148.91
WES	24X	Management Analyst 2	010624	80.00	38.997744	44.226569	49.455391
					3,119.82	3,538.13	3,956.43
					6,759.61	7,665.94	8,572.27
					81,115.31	91,991.26	102,867.21
WES	26X	Management Analyst, Senior	010625	80.00	42.231975	47.764052	53.296131
					3,378.56	3,821.12	4,263.69
					7,320.21	8,279.10	9,238.00
					87,842.51	99,349.23	110,855.95
WES	24	Microcomp Programmer/Analyst	010692	80.00	39.781111	45.391187	51.001438
					3,182.49	3,631.29	4,080.12
					6,895.39	7,867.81	8,840.25
					82,744.71	94,413.67	106,082.99
WES	19	Permits Technician	010053	80.00	30.766603	35.028720	39.291013
					2,461.33	2,802.30	3,143.28
					5,332.88	6,071.64	6,810.44
					63,994.53	72,859.74	81,725.31
WES	25X	Pol, Perf & Research Analyst	010626	80.00	40.899133	46.340622	51.782109
					3,271.93	3,707.25	4,142.57
					7,089.18	8,032.37	8,975.57
					85,070.20	96,388.49	107,706.79
WES	27Y	Policy, Perf & Research An, Sr	010627	80.00	44.991225	52.110392	59.229559
					3,599.30	4,168.83	4,738.36
					7,798.48	9,032.47	10,266.46
					93,581.75	108,389.62	123,197.48
WES	28	Supervising Electrician	010468	80.00	47.815243	54.445098	61.075136
					3,825.22	4,355.61	4,886.01
					8,287.98	9,437.15	10,586.36
					99,455.71	113,245.80	127,036.28
WES	27X	Systems Project Analyst	010687	80.00	44.991225	50.975530	56.959833
					3,599.30	4,078.04	4,556.79
					7,798.48	8,835.76	9,873.04
					93,581.75	106,029.10	118,476.45
WES	29X	Systems Project Analyst,Senior	010665	80.00	49.455391	56.088124	62.720856
					3,956.43	4,487.05	5,017.67
					8,572.27	9,721.94	10,871.62
					102,867.21	116,663.30	130,459.38
WES	27D	Technical Services Coord	010733	80.00	44.254094	50.052811	55.851529
					3,540.33	4,004.22	4,468.12
					7,670.71	8,675.82	9,680.93
					92,048.52	104,109.85	116,171.18
WES	25F	Technical Services Specialist	010732	80.00	40.307919	45.654680	51.001438
					3,224.63	3,652.37	4,080.12
					6,986.71	7,913.48	8,840.25
					83,840.47	94,961.73	106,082.99

**CLACKAMAS COUNTY
PAY PLAN REPORT**

AS OF 04/01/2026

Salary Plan	Grade	Job Title	JobCode	Std Hours	Minimum	Midrange	Maximum
WES	13	WES Assistant	010785	80.00	22.829813	26.063145	29.296300
					1,826.39	2,085.05	2,343.70
					3,957.17	4,517.61	5,078.03
					47,486.01	54,211.34	60,936.30
WES	23	WES Resource Specialist	010850	80.00	37.494335	42.654607	47.815063
					2,999.55	3,412.37	3,825.21
					6,499.02	7,393.47	8,287.94
					77,988.22	88,721.58	99,455.33
WES	17	WES Technician	010788	80.00	27.892031	31.778832	35.665636
					2,231.36	2,542.31	2,853.25
					4,834.62	5,508.33	6,182.04
					58,015.42	66,099.97	74,184.52
WES	25A	Wastewater Maint Coordinator	010773	80.00	47.814213		52.747595
					3,825.14		4,219.81
					8,287.80		9,142.92
					99,453.56		109,715.00
WES	95T	Wastewater Maint Tech Trainee	010743	80.00	29.364861	29.878532	30.392203
					2,349.19	2,390.28	2,431.38
					5,089.91	5,178.95	5,267.98
					61,078.91	62,147.35	63,215.78
WES	22	Wastewater Maintenance Technic	010787	80.00	35.665636	40.597050	45.528644
					2,853.25	3,247.76	3,642.29
					6,182.04	7,036.82	7,891.63
					74,184.52	84,441.86	94,699.58
WES	95T	Wastewater Plant Op Trainee	010853	80.00	29.364861	29.878532	30.392203
					2,349.19	2,390.28	2,431.38
					5,089.91	5,178.95	5,267.98
					61,078.91	62,147.35	63,215.78
WES	25A	Wastewater Plant Operations Co	010795	80.00	47.814213		52.747595
					3,825.14		4,219.81
					8,287.80		9,142.92
					99,453.56		109,715.00
WES	20	Wastewater Plant Operator 1	010796	80.00	32.301315	36.791932	41.282724
					2,584.11	2,943.35	3,302.62
					5,598.89	6,377.27	7,155.67
					67,186.74	76,527.22	85,868.07
WES	22	Wastewater Plant Operator 2	010797	80.00	35.665636	40.597050	45.528644
					2,853.25	3,247.76	3,642.29
					6,182.04	7,036.82	7,891.63
					74,184.52	84,441.86	94,699.58
WES	32	Wastewater Process Engineer	010847	80.00	58.193056	66.264352	74.335649
					4,655.44	5,301.15	5,946.85
					10,086.80	11,485.82	12,884.85
					121,041.56	137,829.85	154,618.15
WES	27Y	Water Quality Analyst	010322	80.00	44.991225	52.110392	59.229559
					3,599.30	4,168.83	4,738.36
					7,798.48	9,032.47	10,266.46
					93,581.75	108,389.62	123,197.48