

# Courier/Mail Clerk

SALARY BENCHMARKING | March 2017

# Insufficient Data

Picks up, sorts, posts and delivers mail for all City departments and outlying City offices. Determines proper mailing procedures (i.e. bulk mailing, certified mailing, registered or express mail). Delivers printing projects and bulk paper from Reprographics and supplies from Central Office Supply to City departments. Makes additional deliveries and pick-ups in the Eugene area as required, including the transport and delivery of office equipment. Travels to the post office to purchase postage and make deliveries. Locates missing packages and other mail. Prepares bulk mailings, packages for UPS shipping and pre-sorted mailings. Actively supports and respects diversity in the workplace.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR		No Match						
City of Beaverton, OR		No Match						
City of Gresham, OR		No Match						
City of Springfield, OR		No Match						
Clackamas County, OR	Courier	Sufficient Match	\$15.36	\$19.30	6.00%	0.00%	\$16.28	\$20.46
Lane County, OR	Mail Clerk	Sufficient Match	\$14.73	\$20.38	6.00%	0.00%	\$15.61	\$21.60
Marion County, OR	Mail Courier	Sufficient Match	\$13.95	\$18.70	6.00%	0.00%	\$14.79	\$19.82
City of Portland, OR		No Match						

<b>Average</b>							\$15.56	\$20.63
<b>Median</b>							\$15.61	\$20.46
<b>Count</b>								3

<b>Eugene</b>			\$15.00	\$18.68	6.00%	2.00%	\$16.20	\$20.17
<b>+/- Market - Average</b>							4.11%	-2.20%
<b>+/- Market - Median</b>							3.75%	-1.39%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR		No Match						
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# Court Operations Specialist A

SALARY BENCHMARKING | March 2017

## Sufficient Data

Responds to telephone and in-person inquiries from the public and other agencies. Receives visitors and customers to the court. Explains court policies, procedures and processes. Checks defendants in for case hearings, clears warrants or suspensions before court as necessary. Within established public record policies, discloses information about court cases and court procedures to the public, attorneys and other agencies, and maintains confidential information which may not be disclosed. Interprets court orders and receives payment of court fines, bail, penalty assessments and fees; records and receipts payments according to established Court procedures; processes accounts receivable/payable and supports collections. Assists the judge and records all case dispositions during court proceedings; provides accurate trial dates and records of defendants; completes orders and complaints as necessary; determines if a warrant should be issued according to established court policy. Organizes and maintains court trial calendar for jury and non-jury trials, hearings or arguments; coordinates court appearance with court staff, attorneys, police, jurors and the public. Assures proper notification is received by appropriate parties. Arranges for interpreter service from contractor list when necessary. Coordinates juror activities; prepares mailings, processes petitions and provides orientation information to jurors. Completes standard letters to notify defendants of dates, hearings and other court activities; processes requests for court appointed attorney and other documents. Verifies that judges receive correct court papers for hearings.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR	Court Operations Specialist	Sufficient Match	\$18.24	\$22.08	6.00%	0.00%	\$19.33	\$23.40
City of Beaverton, OR	Court Clerk	Sufficient Match	\$17.66	\$23.66	6.00%	0.00%	\$18.72	\$25.08
City of Gresham, OR		No Match						
City of Springfield, OR	Court Clerk	Sufficient Match	\$19.41	\$26.81	6.00%	0.00%	\$20.57	\$28.42
Clackamas County, OR		No Match						
Lane County, OR	Justice Court Clerk	Sufficient Match	\$15.88	\$21.99	6.00%	0.00%	\$16.83	\$23.31
Marion County, OR	Legal Secretary I	Sufficient Match	\$14.69	\$19.64	6.00%	0.00%	\$15.57	\$20.82
City of Portland, OR		No Match						

<b>Average</b>	\$18.21	\$24.21
<b>Median</b>	\$18.72	\$23.40
<b>Count</b>	5	

<b>Eugene</b>	\$17.84	\$22.21	6.00%	2.00%	\$19.27	\$23.99	
<b>+/- Market - Average</b>						5.83%	-0.91%
<b>+/- Market - Median</b>						2.93%	2.49%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR		No Match						
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# Legal Assistant

SALARY BENCHMARKING | March 2017

## Sufficient Data

Organize, monitor, and review police reports daily. Prepare appropriate legal documents by interpreting and applying various city code ordinances to the criminal charges being filed. File all necessary paperwork with the Eugene Municipal Court. Organize, docket, and prepare case files for trial, motions, and hearings. Monitor and update docket with postponements, new court dates, and changes made to attorney schedules. Do research such as gathering information on case status in other Oregon courts, ordering court and DMV documents, checking the status of a defendant's parole and probation or other special programs and diversions from various courts, coordinating information available from the 911 Communication Center and Eugene Police Department records, and collecting additional case information. Process defendant expungement requests by verifying eligibility according to state statute, notifying state police and municipal court, and preparing the appropriate legal documents for the municipal court judge. Prepare cases for appeal by subpoenaing officers and witnesses, docketing the case, and assigning to prosecutor. Provide discovery to retained council according to state statute and office policy. Prepare jury instructions for trials. Lead office administrative/clerk staff by assigning work, providing orientation, and training on office policies, processes, and specific job procedures. Evaluate, develop and implement new procedures. Write and update procedure manuals. Actively supports and respects diversity in the workplace.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR	Legal Assistant	Sufficient Match	\$23.06	\$29.27	6.00%	0.00%	\$24.44	\$31.03
City of Beaverton, OR	Legal Secretary	Sufficient Match	\$21.81	\$29.22	6.00%	0.00%	\$23.12	\$30.97
City of Gresham, OR		No Match						
City of Springfield, OR		No Match						
Clackamas County, OR	Paralegal	Sufficient Match	\$23.22	\$29.38	6.00%	0.00%	\$24.61	\$31.14
Lane County, OR	Paralegal	Sufficient Match	\$17.93	\$24.85	6.00%	0.00%	\$19.01	\$26.34
Marion County, OR	Paralegal	Sufficient Match	\$21.14	\$28.35	6.00%	0.00%	\$22.41	\$30.05
City of Portland, OR	Legal Assistant	Sufficient Match	\$22.73	\$35.01	6.00%	0.00%	\$24.10	\$37.11

<b>Average</b>	\$22.95	\$31.11
<b>Median</b>	\$23.61	\$31.00
<b>Count</b>	6	

<b>Eugene</b>	\$22.21	\$27.72	6.00%	2.00%	\$23.99	\$29.94	
<b>+/- Market - Average</b>						4.53%	-3.76%
<b>+/- Market - Median</b>						1.60%	-3.43%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Legal Assistant	Sufficient Match	\$23.93	\$36.85	6.00%	0.00%	\$25.37	\$39.06
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# Parking Services Officer

SALARY BENCHMARKING | March 2017

# Insufficient Data

Duties may include, but are not limited to, the following: Per city and state code, issues parking citations for expired parking meters, timed zones, permit lot and related parking violations; immobilizes vehicles and removes immobilization devices utilizing appropriate equipment; and coordinates towing of vehicles. Operates and conducts inspection of vehicles used to patrol regulated parking areas. Maintains daily supplies for patrolling assigned area. Utilizes, maintains, and troubleshoots computer programs, software and other related equipment used to perform required duties. Maintains and updates case documentation, database records, and program files for legal proceedings and testifies as a representative for the City. Identifies and reports defective, missing or damaged meters, traffic control devices, and other irregularities; performs general cleaning and minor maintenance of parking meters and collects revenue. Coordinates activities with other government and public agencies as appropriate; assists local law enforcement and the public with locating vehicles/persons of interest. May provide assistance with or report hazardous traffic conditions or safety problems, including directing traffic. Provides recommendations to supervisor for changes in parking requirements in relation to parking demand and use, based on experience, observations, and knowledge of area businesses. Provides assistance and general information related to program area to a diverse population. This may include explaining code and policy requirements and utilizing situational awareness and conflict resolution to deescalate emotional or physical situations. Actively supports and respects diversity in the workplace.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Parking Enforcement Agent	Sufficient Match	\$16.75	\$21.39	0.00%	0.00%	\$16.75	\$21.39
City of Salem, OR	Parking Enforcement Officer	Sufficient Match	\$17.00	\$20.36	6.00%	0.00%	\$18.02	\$21.58
City of Beaverton, OR		No Match						
City of Gresham, OR		No Match						
City of Springfield, OR		No Match						
Clackamas County, OR		No Match						
Lane County, OR		No Match						
Marion County, OR		No Match						
City of Portland, OR	Parking Code Enforcement Officer	Sufficient Match	\$19.27	\$25.31	6.00%	0.00%	\$20.42	\$26.83

<b>Average</b>	\$18.40	\$23.27
<b>Median</b>	\$18.02	\$21.58
<b>Count</b>	3	

<b>Eugene</b>	\$17.84	\$22.21	6.00%	2.00%	\$19.27	\$23.99	
<b>+/- Market - Average</b>						<b>4.73%</b>	<b>3.10%</b>
<b>+/- Market - Median</b>						<b>6.92%</b>	<b>11.14%</b>

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Parking Code Enforcement Officer	Sufficient Match	\$20.28	\$26.64	6.00%	0.00%	\$21.50	\$28.24
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# Engineering Permit Technician 2

SALARY BENCHMARKING | March 2017

## Sufficient Data

Conducts technical review of development plans to assure the interface of private and public infrastructure complies with applicable policies and regulations. Determines appropriate connection point, materials, and method of connection of private wastewater systems to the public wastewater system. Evaluates a wide range of issues related to destination and water quality requirements for stormwater discharge from private development, including availability of public system, method of connection to public system, compliance with adopted stormwater standards, and evaluation of private systems for capacity and stormwater quality elements. Reviews development proposals for driveway and sidewalk requirements, including type, size and location. Evaluates elements of on-site circulation patterns for conformance to local code, to minimize potential hazardous impacts to public rights-of-way and to assure safe and efficient circulation on-site. Researches the existence and location of public and private easements, whether private easements are required in conjunction with specific development proposals, and reviews private easements to assure compliance with minimum standards. Identifies the presence of Special Flood Hazard Area on development sites, communicates necessary actions to ensure development meets local, state and federal requirements for construction within the floodplain. Provides floodplain information to the public, including construction and flood insurance purchase requirements. This position may coordinate the City's floodplain management program, including participation in the National Flood Insurance Program. Evaluates site plans for the presence of, and potential impacts to, natural resources including wetlands. Determines whether development proposal will trigger other local, state or federal requirements.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Plans Examiner I	Sufficient Match	\$31.78	\$41.82	0.00%	0.00%	\$31.78	\$41.82
City of Salem, OR	Plans Examiner I	Sufficient Match	\$26.86	\$32.98	6.00%	0.00%	\$28.47	\$34.96
City of Beaverton, OR	Plan Examiner 2	Sufficient Match	\$29.20	\$39.13	6.00%	0.00%	\$30.95	\$41.48
City of Gresham, OR	Plans Examiner II	Sufficient Match	\$32.31	\$41.27	6.00%	0.00%	\$34.25	\$43.75
City of Springfield, OR	Plans Examiner	Sufficient Match	\$23.63	\$32.64	6.00%	0.00%	\$25.05	\$34.60
Clackamas County, OR		No Match						
Lane County, OR		No Match						
Marion County, OR		No Match						
City of Portland, OR	Engineering Technician II	Sufficient Match	\$25.56	\$32.61	6.00%	0.00%	\$27.10	\$34.57

<b>Average</b>	\$29.60	\$38.53
<b>Median</b>	\$29.71	\$38.22
<b>Count</b>	6	

<b>Eugene</b>	\$25.35	\$31.62	6.00%	2.00%	\$27.38	\$34.15	
<b>+/- Market - Average</b>						-7.51%	-11.37%
<b>+/- Market - Median</b>						-7.85%	-10.65%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Engineering Technician II	Sufficient Match	\$26.91	\$34.33	6.00%	0.00%	\$28.52	\$36.39
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# Engineering Technician 2

SALARY BENCHMARKING | March 2017

## Sufficient Data

Design and prepare a variety of plans for multi-phase construction projects and public infrastructure in compliance with established codes, regulations, standards, and procedures. Translate those designs accurately to plans for construction and inspect the construction of the infrastructure to ensure they are built per plans and specifications, to the required quality and paid for accurately. Including but not limited to: Vehicular, pedestrian and bicycle traffic control plans. Erosion Control plans. Striping and signing construction plans. Storm water control and quality infrastructure construction plans. Produces a wide variety of construction plans, topography maps, survey maps, earthwork calculations, etc., using 2D and/or 3D computer drafting and design when appropriate. May develop traffic signal plans for new construction and may develop lighting designs using lighting design computer software. Inspects signal, illumination, street, sidewalk, sewer, storm drain, swale, rain garden, parks, natural resource, erosion control, striping and signing, traffic control, airport, and other project sites as assigned for adherence to plans and specifications, including state and federal requirements; schedules inspections with contractors; performs quality testing of materials and construction or coordinates testing with others; issues memos to contractors for changes or corrections and verifies work was accomplished; calculates quantities and prepares monthly pay estimates; reviews claims and makes recommendations, maintains records of work-site activity, materials used and other pertinent information. Performs utility locates of existing utilities. Inspects construction of non-City utilities for compliance with City utility installation policy.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Engineering Technician	Sufficient Match	\$25.11	\$33.05	0.00%	0.00%	\$25.11	\$33.05
City of Salem, OR		No Match						
City of Beaverton, OR	Engineering Technician 2	Sufficient Match	\$23.16	\$31.05	6.00%	0.00%	\$24.55	\$32.91
City of Gresham, OR	Engineering Technician III	Sufficient Match	\$27.70	\$35.39	6.00%	0.00%	\$29.36	\$37.51
City of Springfield, OR	Engineering Technician	Sufficient Match	\$23.63	\$32.64	6.00%	0.00%	\$25.05	\$34.60
Clackamas County, OR	Engineering Technician 2	Sufficient Match	\$23.04	\$28.99	6.00%	0.00%	\$24.42	\$30.73
Lane County, OR	Technical Specialist - Engineering Technician 2	Sufficient Match	\$19.08	\$28.63	6.00%	3.00%	\$20.80	\$31.21
Marion County, OR	Engineering Technician 2	Sufficient Match	\$21.86	\$29.30	6.00%	0.00%	\$23.17	\$31.06
City of Portland, OR	Engineering Technician II	Sufficient Match	\$25.56	\$32.61	6.00%	0.00%	\$27.10	\$34.57

<b>Average</b>							\$24.94	\$33.20
<b>Median</b>							\$24.80	\$32.98
<b>Count</b>								8

<b>Eugene</b>			\$25.35	\$31.62	6.00%	2.00%	\$27.38	\$34.15
<b>+/- Market - Average</b>							9.75%	2.85%
<b>+/- Market - Median</b>							10.40%	3.54%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Engineering Technician II	Sufficient Match	\$26.91	\$34.33	6.00%	0.00%	\$28.52	\$36.39
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# Land Use Review/Survey Technician

# Sufficient Data

SALARY BENCHMARKING | March 2017

Serves as Public Works' central point of contact for land use reviews involving infrastructure issues: reviews City records to identify site-specific issues to be addressed in land-use applications; drafts Engineering Division comments and recommended approval conditions, collects comments from other Public Works divisions, acts as lead to resolve inter-division conflicts and coordinates overall Public Works response to the Planning Division. Represents the Engineering Division in meetings with developers, design professionals in private practice, utilities, and other City offices. Participates in discussions to identify issues, resolve infrastructure-related problems and to determine acceptable alternatives during the development process; explains Public Works policies and procedures. Coordinates with other staff to ensure privately-designed infrastructure plans are consistent with conditions of land-use approval Reviews final land division plats for compliance with Oregon surveying statutes and with conditions of land use approval; verifies location of existing public right-of-way; verifies location of proposed public right-of-way and easements; coordinates review with County Surveyor's office; works with private land surveyors to resolve problems. Calculates connection charges and partial assessment payments. Reviews, writes, and interprets legal descriptions of real property and dedications to the public. Works on survey crew performing boundary surveys, right-of-way locations, verification of plat monuments and other field work. Maintains records of public right-of-way locations and surveyed monumentation and vertical control network; researches City records and provides data to the public and to professional surveyors in private practice. Prepares maps and drawings based on field survey data and/or legal descriptions.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Engineering Technician	Sufficient Match	\$25.11	\$33.05	0.00%	0.00%	\$25.11	\$33.05
City of Salem, OR		No Match						
City of Beaverton, OR	Inspector, Engineering Construction	Sufficient Match	\$24.95	\$33.43	6.00%	0.00%	\$26.45	\$35.44
City of Gresham, OR		No Match						
City of Springfield, OR	Engineering Technican	Sufficient Match	\$21.29	\$29.40	6.00%	0.00%	\$22.57	\$31.16
Clackamas County, OR	Land Use Review Coordinator	Sufficient Match	\$28.99	\$36.57	6.00%	0.00%	\$30.73	\$38.76
Lane County, OR	Land Management Technician	Sufficient Match	\$17.93	\$24.85	6.00%	0.00%	\$19.01	\$26.34
Marion County, OR	Survey Technician 2	Sufficient Match	\$21.86	\$29.30	6.00%	0.00%	\$23.17	\$31.06
City of Portland, OR	Development Services Technician II	Sufficient Match	\$25.56	\$32.61	6.00%	0.00%	\$27.10	\$34.57

<b>Average</b>							\$24.88	\$32.91
<b>Median</b>							\$25.11	\$33.05
<b>Count</b>								7

<b>Eugene</b>			\$25.35	\$31.62	6.00%	2.00%	\$27.38	\$34.15
<b>+/- Market - Average</b>							10.06%	3.76%
<b>+/- Market - Median</b>							9.03%	3.33%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Development Services Technician II	Sufficient Match	\$26.91	\$34.33	6.00%	0.00%	\$28.52	\$36.39
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# Traffic Engineering Technician 2

# Sufficient Data

SALARY BENCHMARKING | March 2017

Participates in the development, design and implementation of transportation programs, projects, methods or systems. Coordinates and administers various transportation programs dealing with neighborhood traffic, traffic safety, schools and sidewalks, and parking issues. Responds to inquiries, requests and complaints; conducts investigations and research necessary to resolve problems. Provides information to the public and responds to requests related to traffic control devices. Collects pre-construction site information; researches existing city/county records to determine property line and right-of-way locations. Designs projects in accordance with established standards and procedures. Prepares and reviews a wide variety of construction plans, traffic signal and lighting plans, striping and signing plans, traffic control plans and base maps using computer aided drafting (CAD) system. Prepares as-construct drawings, calculates bid quantities and prepares pay estimates; prepares construction documentation. Inspects signal, street and sidewalk project sites for adherence to plans and specifications, including state and federal requirements; schedules inspections with contractors; performs quality testing of materials and construction or coordinates testing with others; issues memos to contractors for changes or corrections and verifies work was accomplished; maintains records of work-site activity, materials used and other pertinent information.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Engineering Technician	Sufficient Match	\$25.11	\$33.05	0.00%	0.00%	\$25.11	\$33.05
City of Salem, OR		\$0						
City of Beaverton, OR	Engineering Technician 2	Sufficient Match	\$23.16	\$31.05	6.00%	0.00%	\$24.55	\$32.91
City of Gresham, OR	Engineering Technicain II	Sufficient Match	\$25.03	\$31.95	6.00%	0.00%	\$26.53	\$33.87
City of Springfield, OR	Traffic Engineering Technician	Sufficient Match	\$23.63	\$32.64	6.00%	0.00%	\$25.05	\$34.60
Clackamas County, OR	Transportation Maintenance Technician, Senior	Sufficient Match	\$24.13	\$27.25	6.00%	0.00%	\$25.58	\$28.89
Lane County, OR	Technical Specialist - Engineering Technician 2	Sufficient Match	\$19.08	\$28.63	6.00%	3.00%	\$20.80	\$31.21
Marion County, OR	Engineering Technician 2	Sufficient Match	\$20.83	\$27.91	6.00%	0.00%	\$22.08	\$29.58
City of Portland, OR		No Match						

<b>Average</b>	\$24.24	\$32.01
<b>Median</b>	\$25.05	\$32.91
<b>Count</b>	7	

<b>Eugene</b>	\$24.26	\$30.26	6.00%	2.00%	\$26.20	\$32.68	
<b>+/- Market - Average</b>						8.08%	2.08%
<b>+/- Market - Median</b>						4.60%	-0.71%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR		No Match						
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# GIS Technician 2

SALARY BENCHMARKING | March 2017

# Sufficient Data

Develops and maintains Geographic Information System (GIS) layers related to stormwater drainage, wastewater and transportation systems infrastructure, parcel, right-of-ways, easements and City property, capital projects, and other municipal operations. Researches various records including deeds, plat and partition maps, as-built drawings, and permits, in order to maintain current, accurate digital maps and data bases. Documents GIS data development and maintenance procedures. Conducts periodic and ad hoc quality assurance reviews of GIS layers and databases. Maintains metadata describing data sources, accuracy, reliability and completeness, map feature types, descriptive feature attributes and other information about GIS data layers. Develop GIS macro/script programs to update, enhance and streamline data development and maintenance procedures and for analysis operations, and map production generation. Assists City departments and divisions with GIS analysis and map production needs, including evaluation of data sources and development procedures, and the preparation of custom maps and graphs, and applications. Participates on regional and departmental teams involved in researching and planning improvements to GIS data layers and refinement of procedures and applications. Coordinates with local government agencies to ensure that timing and methods used to develop and update shared data are appropriate. Participates with team members to coordinate and address workloads, procedures, technical issues, schedules, training, and other job related activities. Supports and guides other GIS users; provides training to co-workers, and assists with formal GIS training. Maintains GIS plotters and printers. Installs GIS software on City computer workstations. Actively supports and respects diversity in the workplace.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR	GIS Technician	Sufficient Match	\$24.84	\$30.37	6.00%	0.00%	\$26.33	\$32.19
City of Beaverton, OR	GIS Specialist	Sufficient Match	\$23.87	\$31.99	6.00%	0.00%	\$25.30	\$33.91
City of Gresham, OR	GIS Technician	Sufficient Match	\$25.03	\$31.95	6.00%	0.00%	\$26.53	\$33.87
City of Springfield, OR	GIS Technician	Sufficient Match	\$21.29	\$29.40	6.00%	0.00%	\$22.57	\$31.16
Clackamas County, OR	GIS Cartographer 3	Sufficient Match	\$24.38	\$30.81	6.00%	0.00%	\$25.84	\$32.66
Lane County, OR	Cartographer/GIS Technician	Sufficient Match	\$17.93	\$24.85	6.00%	0.00%	\$19.01	\$26.34
Marion County, OR	Cartographer GIS Technician	Sufficient Match	\$19.03	\$25.48	6.00%	0.00%	\$20.17	\$27.01
City of Portland, OR	GIS Technician II	Sufficient Match	\$25.56	\$32.61	6.00%	0.00%	\$27.10	\$34.57

<b>Average</b>							\$24.11	\$31.46
<b>Median</b>							\$25.57	\$32.43
<b>Count</b>								8

<b>Eugene</b>			\$24.26	\$30.26	6.00%	2.00%	\$26.20	\$32.68
<b>+/- Market - Average</b>							8.69%	3.87%
<b>+/- Market - Median</b>							2.46%	0.79%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	GIS Technician II	Sufficient Match	\$26.91	\$34.33	6.00%	0.00%	\$28.52	\$36.39
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# Maintenance Worker 2

SALARY BENCHMARKING | March 2017

# Sufficient Data

Performs a variety of maintenance activities in the assigned areas and operates a variety of equipment as required in the performance of assigned duties. Performs manual maintenance activities such as hauling and spreading gravel to a uniform depth; shoveling and raking asphalt, clearing catch basins and ditches, and assisting with installation and repair of sewer pipe. Performs general maintenance of construction equipment, and hand and power tools; identifies needed repairs and preventive maintenance of vehicles and large equipment; tests new equipment as assigned. May enter manholes or other confined spaces. May work in and around raw sewage. Maintains daily work records as required. May train co-workers and seasonal employees in equipment use and care, and safety procedures. Performs work outside in varying and extreme weather conditions while exposed to a variety of hazards; regularly lifts objects and equipment. Actively supports and respects diversity in the workplace. May require shift work. May require weekend work. The Maintenance Worker 2 may fill in as leadworker as required, and may act in the capacity of the supervisor in the supervisor's absence or as directed. Performs other related duties as assigned.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR	Maintenance & Operations Technician	Sufficient Match	\$20.64	\$27.16	0.00%	0.00%	\$20.64	\$27.16
City of Salem, OR	Public Works Maintenance Operator II	Sufficient Match	\$19.52	\$23.78	6.00%	0.00%	\$20.69	\$25.21
City of Beaverton, OR		No Match						
City of Gresham, OR	Public Utility Worker II	Sufficient Match	\$20.38	\$26.01	6.00%	0.00%	\$21.60	\$27.57
City of Springfield, OR	Maintenance Tech, Journey	Sufficient Match	\$19.93	\$26.71	6.00%	0.00%	\$21.13	\$28.31
Clackamas County, OR	Road Maintenance Worker	Sufficient Match	\$21.04	\$28.99	6.00%	0.00%	\$22.30	\$30.73
Lane County, OR	Road Maintenance 2	Sufficient Match	\$16.26	\$22.56	6.00%	0.00%	\$17.24	\$23.91
Marion County, OR	Maintenance Worker	Sufficient Match	\$15.30	\$20.49	6.00%	0.00%	\$16.22	\$21.72
City of Portland, OR	Utility Worker II	Sufficient Match	\$22.10	\$23.76	6.00%	0.00%	\$23.42	\$25.19

<b>Average</b>	\$20.40	\$26.22
<b>Median</b>	\$20.91	\$26.18
<b>Count</b>	8	

<b>Eugene</b>	\$19.49	\$24.26	6.00%	2.00%	\$21.05	\$26.20	
<b>+/- Market - Average</b>						3.16%	-0.09%
<b>+/- Market - Median</b>						0.67%	0.07%

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR	Utility Worker II	Sufficient Match	\$23.26	\$25.01	6.00%	0.00%	\$24.66	\$26.51
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# Airport Worker 3

SALARY BENCHMARKING | March 2017

Insufficient Data

Performs a variety of airfield maintenance, including; airfield pavement striping, and airport snow/ice removal. Performs a variety of building maintenance and repair assignments, including; minor interior and exterior building painting, roof maintenance and repair, changing filters and minor HVAC maintenance, repair of mechanical devices, repair of equipment, etc. Performs non-electrical repairs to Access Control System, including trouble shooting problems and malfunctions in field and office. Performs a variety of minor preventive maintenance and/or repair projects, including welding and carpentry projects. Performs limited, non-licensed, plumbing and irrigation system repairs; performs a variety of winterization activities; performs non-electrical repairs to assists journey-level electrician as directed. Performs minor concrete repair and asphalt maintenance and may conduct pavement condition rating and documentation. Performs pipe, tile repair, and open ditch maintenance. Performs stormwater outflow monitoring for NPDES permit compliance. Performs grounds and landscape maintenance duties and mowing, including fertilizing and pruning plants; determines ground layout and purchases plants and materials. Applies herbicides and pesticides to grounds and landscape areas. Operates and trains other employees in use and care of power tools and a variety of construction or snow removal equipment, such as tractor with front end loader, mower and snow plow attachments, backhoe, deicer/flusher, dump trucks, etc. Provides information and assistance to airport customers. Maintains a variety of work records. May provide work direction and guidance to lower level Airport Workers and seasonal employees, and monitor the work of contractors. May operate Access Control system, including making badges and running reports. Actively supports and respects diversity in the workplace. Must be available to work all shift, all days of the week (24-7 operations). May be required to perform work outside in varying and extreme weather conditions while exposed to a variety of hazards; may be required to lift heavy objects and equipment.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR		No Match						
City of Beaverton, OR		No Match						
City of Gresham, OR		No Match						
City of Springfield, OR		No Match						
Clackamas County, OR		No Match						
Lane County, OR		No Match						
Marion County, OR		No Match						
City of Portland, OR		No Match						

<b>Average</b>	
<b>Median</b>	
<b>Count</b>	0

<b>Eugene</b>	\$21.30	\$26.54	6.00%	2.00%	\$23.00	\$28.66
<b>+/- Market - Average</b>						
<b>+/- Market - Median</b>						

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR		No Match						
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# Airport Operations Duty Officer

Insufficient Data

SALARY BENCHMARKING | March 2017

Assists with the development of policies and standards for assigned airport operations safety and security programs, provides input to long-range planning objectives; researches and designs new processes. Develops, implements, and evaluates work processes, procedures and standards related to the assigned areas; researches and recommends methods, tools and equipment to improve operations. Interprets and researches rules and regulations related to airport operations safety and security. Remains current on principles, practices and new developments in the assigned area. Oversees and performs runway, taxiway, terminal and grounds inspections, and observes weather conditions for airport safety and security. Responds appropriately or relays airfield and/or airport maintenance needs to meet applicable federal, state and local regulations and industrial standards. Operates and administers access control systems, including approving, denying, or revoking distribution of badges and keys. Ensures security of facilities and grounds by monitoring the alarm systems, gates and fences, CCTV surveillance systems, performing badge checks, and escorting others when necessary. May troubleshoot problems and malfunctions of the access control system. Responds to emergency situations such as emergency aircraft alerts or personal injuries; may act as incident command until relieved. Provides instruction, training and coaching to both internal and external customers in airport safety, security, rules and regulations. Reviews the work of crews as to standards and assesses skill development of crew members. May assist with development and delivery of related training. Reviews record keeping and documentation to ensure proper program and incident documentation and compliance with local state, and federal laws, codes, regulations and ordinances. Maintains records, prepares spreadsheets and reports on program activities. May be point of contact for program related audits. Issues NOTAMS; directs airfield activities, and coordinates with Air Traffic Control Tower.

Jurisdiction	Job Title:	Match:	Min	Max	PERS	DEF COMP	Total Min	Total Max
City of Hillsboro, OR		No Match						
City of Salem, OR		No Match						
City of Beaverton, OR		No Match						
City of Gresham, OR		No Match						
City of Springfield, OR		No Match						
Clackamas County, OR		No Match						
Lane County, OR		No Match						
Marion County, OR		No Match						
City of Portland, OR		No Match						

<b>Average</b>	
<b>Median</b>	
<b>Count</b>	0

<b>Eugene</b>	\$24.26	\$30.26	6.00%	2.00%	\$26.20	\$32.68
<b>+/- Market - Average</b>						
<b>+/- Market - Median</b>						

\*\* City of Portland Data prior to application of -5% differential

City of Portland, OR		No Match						
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