

**CLACKAMAS COUNTY  
PAY PLAN REPORT**

**AS OF 05/01/2012**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
WES	19	Accountant	010475	80.00	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51
WES	67	Accountant, Senior	010474	80.00	22.190975 1775.27 3846.43 46157.22	24.077022 1926.16 4173.35 50080.20	26.123753 2089.90 4528.11 54337.40	28.344205 2267.53 4912.99 58955.94	30.753600 2460.28 5330.62 63967.48	33.280799 2662.46 5768.67 69224.06
WES	11	Accounting Clerk	010032	80.00	14.064716 1125.17 2437.88 29254.60	14.772623 1181.80 2560.58 30727.05	15.457872 1236.62 2679.36 32152.37	16.275906 1302.07 2821.15 33853.88	17.116480 1369.31 2966.85 35602.27	17.956930 1436.55 3112.53 37350.41
WES	13	Accounting Specialist 1	010098	80.00	15.457872 1236.62 2679.36 32152.37	16.275906 1302.07 2821.15 33853.88	17.116480 1369.31 2966.85 35602.27	17.956930 1436.55 3112.53 37350.41	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45
WES	15	Accounting Specialist 2	010478	80.00	17.116480 1369.31 2966.85 35602.27	17.956930 1436.55 3112.53 37350.41	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57
WES	18	Accounting Specialist 3	010713	80.00	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15
WES	18	Administrative Analyst 1	010004	80.00	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15
WES	21	Administrative Analyst 2	010006	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	17	Administrative Assistant	010025	80.00	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70
WES	17	Biosolids Application Tech 1	010788	80.00	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70
WES	19	Biosolids Application Tech 2	010748	80.00	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51
WES	28	Civil Engineer	010300	80.00	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77	37.484023 2998.72 6497.23 77966.76	39.363128 3149.05 6822.94 81875.30	41.353455 3308.27 7167.93 86015.18

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**AS OF 05/01/2012**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
WES	25	Civil Engineer, Associate	010299	80.00	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77
WES	30	Civil Engineer, Senior	010298	80.00	35.714315 2857.14 6190.48 74285.77	37.484023 2998.72 6497.23 77966.76	39.363128 3149.05 6822.94 81875.30	41.353455 3308.27 7167.93 86015.18	43.454518 3476.36 7532.11 90385.39	45.621367 3649.70 7907.70 94892.44
WES	16	Collection System Tech 1	010784	80.00	17.956930 1436.55 3112.53 37350.41	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86
WES	19	Collection System Tech 2	010779	80.00	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51
WES	13	Customer Information Spec	010041	80.00	15.457872 1236.62 2679.36 32152.37	16.275906 1302.07 2821.15 33853.88	17.116480 1369.31 2966.85 35602.27	17.956930 1436.55 3112.53 37350.41	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45
WES	27	Development Review Specialist	010377	80.00	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77	37.484023 2998.72 6497.23 77966.76	39.363128 3149.05 6822.94 81875.30
WES	19	Engineering Technician 2	010303	80.00	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51
WES	21	Engineering Technician 3	010304	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	23	Engineering Technician 4	010305	80.00	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375173 2590.01 5611.69 67340.35
WES	24	Environmental Policy Spec	010799	80.00	26.935454 2154.83 4668.81 56025.74	28.309486 2264.75 4906.97 58883.73	29.752467 2380.19 5157.09 61885.13	31.270003 2501.60 5420.13 65041.60	32.865262 2629.22 5696.64 68359.74	34.532642 2762.61 5985.65 71827.89
WES	25	Environmental Prog Coordinator	010834	80.00	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77
WES	23	Instrumentation Technician	010808	80.00	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375173 2590.01 5611.69 67340.35

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**AS OF 05/01/2012**

Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
WES	20	Laboratory Analyst	010786	80.00	21.870948	22.932627	24.148898	25.387096	26.603612	27.952181
					1749.67	1834.61	1931.91	2030.96	2128.28	2236.17
					3790.96	3974.98	4185.80	4400.42	4611.29	4845.04
					45491.57	47699.86	50229.70	52805.15	55335.51	58140.53
WES	16	Laboratory Technician	010789	80.00	17.956930	18.885457	19.836277	20.831807	21.870948	22.932627
					1436.55	1510.83	1586.90	1666.54	1749.67	1834.61
					3112.53	3273.47	3438.28	3610.84	3790.96	3974.98
					37350.41	39281.75	41259.45	43330.15	45491.57	47699.86
WES	25	Laboratry Quality Control An	010852	80.00	27.952181	29.345704	30.827059	32.375295	33.945580	35.714315
					2236.17	2347.65	2466.16	2590.02	2715.64	2857.14
					4845.04	5086.58	5343.35	5611.71	5883.90	6190.48
					58140.53	61039.06	64120.28	67340.61	70606.80	74285.77
WES	24	Microcomp Programmer/An	010692	80.00	26.935454	28.309486	29.752467	31.270003	32.865262	34.532642
					2154.83	2264.75	2380.19	2501.60	2629.22	2762.61
					4668.81	4906.97	5157.09	5420.13	5696.64	5985.65
					56025.74	58883.73	61885.13	65041.60	68359.74	71827.89
WES	21	Microcomputer Analyst	010690	80.00	22.932627	24.148898	25.387096	26.603612	27.952181	29.345704
					1834.61	1931.91	2030.96	2128.28	2236.17	2347.65
					3974.98	4185.80	4400.42	4611.29	4845.04	5086.58
					47699.86	50229.70	52805.15	55335.51	58140.53	61039.06
WES	24	Microcomputer Specialist 2	010673	80.00	26.935454	28.309486	29.752467	31.270003	32.865262	34.532642
					2154.83	2264.75	2380.19	2501.60	2629.22	2762.61
					4668.81	4906.97	5157.09	5420.13	5696.64	5985.65
					56025.74	58883.73	61885.13	65041.60	68359.74	71827.89
WES	10	Office Specialist 1	010631	80.00	13.401031	14.064716	14.772623	15.457872	16.275906	17.116480
					1072.08	1125.17	1181.80	1236.62	1302.07	1369.31
					2322.84	2437.88	2560.58	2679.36	2821.15	2966.85
					27874.14	29254.60	30727.05	32152.37	33853.88	35602.27
WES	12	Office Specialist 2	010632	80.00	14.772623	15.457872	16.275906	17.116480	17.956930	18.885457
					1181.80	1236.62	1302.07	1369.31	1436.55	1510.83
					2560.58	2679.36	2821.15	2966.85	3112.53	3273.47
					30727.05	32152.37	33853.88	35602.27	37350.41	39281.75
WES	15	Permits Specialist	010054	80.00	17.116480	17.956930	18.885457	19.836277	20.831807	21.870948
					1369.31	1436.55	1510.83	1586.90	1666.54	1749.67
					2966.85	3112.53	3273.47	3438.28	3610.84	3790.96
					35602.27	37350.41	39281.75	41259.45	43330.15	45491.57
WES	19	Permits Technician	010053	80.00	20.831807	21.870948	22.932627	24.148898	25.387096	26.603612
					1666.54	1749.67	1834.61	1931.91	2030.96	2128.28
					3610.84	3790.96	3974.98	4185.80	4400.42	4611.29
					43330.15	45491.57	47699.86	50229.70	52805.15	55335.51
WES	23	Policy Analyst	010005	80.00	25.387096	26.603612	27.952181	29.345704	30.827059	32.375173
					2030.96	2128.28	2236.17	2347.65	2466.16	2590.01
					4400.42	4611.29	4845.04	5086.58	5343.35	5611.69
					52805.15	55335.51	58140.53	61039.06	64120.28	67340.35
WES	24	Policy Analyst, Senior	010008	80.00	26.935454	28.309486	29.752467	31.270003	32.865262	34.532642
					2154.83	2264.75	2380.19	2501.60	2629.22	2762.61
					4668.81	4906.97	5157.09	5420.13	5696.64	5985.65
					56025.74	58883.73	61885.13	65041.60	68359.74	71827.89

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Salary Plan	Grade	Job Title	JobCode	Std Hours	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
WES	21	Public Relations Specialist	010042	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	21	Safety & Loss Control Coord	010423	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	24	Soil Scientist	010913	80.00	26.935454 2154.83 4668.81 56025.74	28.309486 2264.75 4906.97 58883.73	29.752467 2380.19 5157.09 61885.13	31.270003 2501.60 5420.13 65041.60	32.865262 2629.22 5696.64 68359.74	34.532642 2762.61 5985.65 71827.89
WES	19	Soil Scientist Associate	010921	80.00				24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51
WES	25	Soil Scientist, Senior	010914	80.00	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77
WES	25	Source Control Coordinator	010776	80.00	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77
WES	21	Source Control Specialist	010777	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	18	Source Control Technician	010775	80.00	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15
WES	24	Supervising Electrician	010468	80.00	26.935454 2154.83 4668.81 56025.74	28.309486 2264.75 4906.97 58883.73	29.752467 2380.19 5157.09 61885.13	31.270003 2501.60 5420.13 65041.60	32.865262 2629.22 5696.64 68359.74	34.532642 2762.61 5985.65 71827.89
WES	21	Surface Water Technician	010308	80.00	22.932627 1834.61 3974.98 47699.86	24.148898 1931.91 4185.80 50229.70	25.387096 2030.96 4400.42 52805.15	26.603612 2128.28 4611.29 55335.51	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06
WES	16	Technical Services Assistant	010731	80.00	17.956930 1436.55 3112.53 37350.41	18.885457 1510.83 3273.47 39281.75	19.836277 1586.90 3438.28 41259.45	20.831807 1666.54 3610.84 43330.15	21.870948 1749.67 3790.96 45491.57	22.932627 1834.61 3974.98 47699.86
WES	25	Technical Services Coord	010733	80.00	27.952181 2236.17 4845.04 58140.53	29.345704 2347.65 5086.58 61039.06	30.827059 2466.16 5343.35 64120.28	32.375295 2590.02 5611.71 67340.61	33.945580 2715.64 5883.90 70606.80	35.714315 2857.14 6190.48 74285.77

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
WES	24	Technical Services Specialist	010732	80.00	26.935454	28.309486	29.752467	31.270003	32.865262	34.532642
					2154.83	2264.75	2380.19	2501.60	2629.22	2762.61
					4668.81	4906.97	5157.09	5420.13	5696.64	5985.65
					56025.74	58883.73	61885.13	65041.60	68359.74	71827.89
WES	23	WES Resource Specialist	010850	80.00	25.387096	26.603612	27.952181	29.345704	30.827059	32.375173
					2030.96	2128.28	2236.17	2347.65	2466.16	2590.01
					4400.42	4611.29	4845.04	5086.58	5343.35	5611.69
					52805.15	55335.51	58140.53	61039.06	64120.28	67340.35
WES	22	Wasterwater Maint Coordinator	010773	80.00	24.148898	25.387096	26.603612	27.952181	29.345704	30.827059
					1931.91	2030.96	2128.28	2236.17	2347.65	2466.16
					4185.80	4400.42	4611.29	4845.04	5086.58	5343.35
					50229.70	52805.15	55335.51	58140.53	61039.06	64120.28
WES	18	Wastewater Mechanic 1	010772	80.00	19.836277	20.831807	21.870948	22.932627	24.148898	25.387096
					1586.90	1666.54	1749.67	1834.61	1931.91	2030.96
					3438.28	3610.84	3790.96	3974.98	4185.80	4400.42
					41259.45	43330.15	45491.57	47699.86	50229.70	52805.15
WES	21	Wastewater Mechanic 2	010787	80.00	22.932627	24.148898	25.387096	26.603612	27.952181	29.345704
					1834.61	1931.91	2030.96	2128.28	2236.17	2347.65
					3974.98	4185.80	4400.42	4611.29	4845.04	5086.58
					47699.86	50229.70	52805.15	55335.51	58140.53	61039.06
WES	22	Wastewater Operations Coord	010795	80.00	24.148898	25.387096	26.603612	27.952181	29.345704	30.827059
					1931.91	2030.96	2128.28	2236.17	2347.65	2466.16
					4185.80	4400.42	4611.29	4845.04	5086.58	5343.35
					50229.70	52805.15	55335.51	58140.53	61039.06	64120.28
WES	16	Wastewater Plant Operator 1	010796	80.00	17.956930	18.885457	19.836277	20.831807	21.870948	22.932627
					1436.55	1510.83	1586.90	1666.54	1749.67	1834.61
					3112.53	3273.47	3438.28	3610.84	3790.96	3974.98
					37350.41	39281.75	41259.45	43330.15	45491.57	47699.86
WES	19	Wastewater Plant Operator 2	010797	80.00	20.831807	21.870948	22.932627	24.148898	25.387096	26.603612
					1666.54	1749.67	1834.61	1931.91	2030.96	2128.28
					3610.84	3790.96	3974.98	4185.80	4400.42	4611.29
					43330.15	45491.57	47699.86	50229.70	52805.15	55335.51
WES	13	Water Environ Serv Assistant	010785	80.00	15.457872	16.275906	17.116480	17.956930	18.885457	19.836277
					1236.62	1302.07	1369.31	1436.55	1510.83	1586.90
					2679.36	2821.15	2966.85	3112.53	3273.47	3438.28
					32152.37	33853.88	35602.27	37350.41	39281.75	41259.45
WES	26	Water Quality Analyst	010322	80.00	29.345704	30.827059	32.375295	33.945580	35.714315	37.484023
					2347.65	2466.16	2590.02	2715.64	2857.14	2998.72
					5086.58	5343.35	5611.71	5883.90	6190.48	6497.23
					61039.06	64120.28	67340.61	70606.80	74285.77	77966.76