



Cascade Employers  
Association

# Non-Profit Pay and Benefit

Survey Report



2017

## **\*\* CONFIDENTIAL INFORMATION \*\***

This survey is provided to assist you in administering your pay and benefits programs; it is, however, considered confidential information. To preserve this confidentiality, the information in the survey must not be used to support specific actions in discussions with any third party representative.

Disclaimer: Pay data displayed with hourly or annual rates is not intended to imply appropriate classification under the Fair Labor Standards Act or any state wage and hour law. Exemption status is dependent upon compensation practices and actual job duties.

### **Conducted By:**

**Cascade Employers Association, Inc.**  
4068 Hudson Avenue N.E.  
Salem, OR 97301

Salem: 503.585.4320  
Portland: 503.224.5219

# Table of Contents

<b>Section</b>	<b>Page</b>
Introduction.....	1
Data Aging Factors.....	5
Participating Organizations.....	6
Index of Jobs Surveyed.....	13
Individual Job Detail Reports.....	21
Overall Data Summary.....	141
Policy & Benefit Summaries.....	149

# INTRODUCTION

## Introduction

In our 1st year, we want to thank each participant for contributing to Cascade Employers Association's 2017 Non-Profit Pay and Benefit Survey. Your support of this valuable survey is greatly appreciated. We hope you find this survey a valuable document for making pay and benefits decisions. To that end, we have structured it to meet the requirements of a variety of users.

Following are summary statistics relative to the 2017 Non-Profit Pay and Benefit Survey.

- **Number of Participating Employers .....118**
- **Number of jobs for which pay data was collected .....244**
- **Number of surveyed jobs with at least five (5) companies responding .....117**
- **Number of employees in jobs with at least five (5) companies responding .....5,638**
- **Number of employee policy benefit related questions.....104**
- **Information in this document reflect practices as of ..... *January 2017***
- **Survey publication date..... *June 2017***

Wages are displayed in ANNUAL or HOURLY dollars.

## Report Formats

There are five primary sections to this report:

- Participating Organizations
- Index of Jobs Surveyed
- Individual Job Detail Reports
- Overall Data Summary
- Policy & Benefit Summaries

### Participating Organizations

This section lists survey participants alphabetically unless a participant requested not to be listed. In addition, demographic analyses are provided based on participant total employment, annual operating budget, geographic location, and industry.

### Index of Jobs Surveyed

This section includes a listing of all jobs in the survey in job code order. Job description summaries are included with each job in the Individual Job Detail Reports. For each job title listed, a page number is provided for easy reference to the applicable Individual Job Detail Report, and a job code is provided to facilitate location of the job in the Overall Data Summaries.

### Individual Job Detail Reports

This section includes detailed reports of pay data for each job surveyed and is in job family and job code order. It is useful to organizations which need to analyze various market considerations to meet the objectives of their compensation programs. In addition to a base pay summary of all participants combined, this report includes pay breakouts based on the following participant considerations:

- Geographic Area \*
- Industry
- Employment Size
- Match Degree
- Annual Operating Budget
- Range of Pay

In addition, this section studies the impact of bonuses and incentive plans on pay practices. It presents bonus, incentive and total compensation information for jobs in which bonuses or incentives were reported. Because bonus or incentive pay varies greatly for non-profits, this analysis provides useful information for accurately pricing jobs.

#### **\* Geographic Areas:**

Total Willamette		Surrounding Areas
<u>Portland Metro</u>	<u>Mid-Willamette</u>	
Clackamas	Benton	Deschutes
Clark	Lane	Hood River
Multnomah	Linn	Jackson
Washington	Marion	Jefferson
	Polk	Josephine
	Yamhill	Lincoln

## Report Formats

### Overall Data Summary

This section is provided as overall summary information about base pay practices in relation to all companies surveyed. It lists jobs in job code order and can be used to compare the results between jobs quickly or to price a job when location and other breakouts are not needed for compensation strategy. *Some companies may find that this section meets the majority of their pay information needs.*

### Policy & Benefit Summaries

This section summarizes participant responses to a select group of employee policy and benefits practice questions. Each question is followed by a series of options related to each question. To the right of each option will be the number of organizations responding along with the percentage that the number is of the total group of respondents.

## Data Presentation Standards

Whenever necessary, data within individual job detail reports is either suppressed or adjusted (indicated by dashes, asterisks or the use of italics) to assure confidentiality of individual participant data. Please note the following in reviewing reports:

**Dash:** Data has been suppressed because the number of responses is not sufficient to compute the statistic and safeguard individual participant data confidentiality.

At least five (5) responses are required to display any pay information for a job.

**Double Asterisks:** Data is not applicable. For example, because range of pay statistics (such as start pay) applies to responding organizations, the weighted averages (weighted by the number of employees) does not apply.

**Italicized Data:** If the data from one or more survey respondents dominates any line of data (50% or more of the employee sample), the number of employees for the dominating organization(s) has been adjusted to reduce the influence of the dominating organization(s) below the 50% threshold. If the same rate appears multiple times (e.g., for 10th Percentile, 25th Percentile, and/or Median), this reflects the influence on the data by the dominating organization(s).

### CAUTIONARY NOTE

Despite current response rates and job matches, the data on some positions is limited. Users should view such jobs with some discretion. The data on such jobs may not be representative of overall market pay practices.

Survey job description summaries should be reviewed carefully when applying the survey results to your organization.

## Estimated Survey Data Aging Factors

(January 1, 2017 – December 31, 2017)

The following formulas can be used to age base salary data to current market levels and are based on historical pay trend data. Assuming a data effective date of January 1, 2017, month one is January 1, 2017, and month twelve is December 31, 2017.

Age of Data*	Formula	Aging Factor	Age of Data*	Formula	Aging Factor
1 Month	$(.00167 \times 1)$	$= .00167$	7 Months	$(.00167 \times 7)$	$= .01169$
2 Months	$(.00167 \times 2)$	$= .00334$	8 Months	$(.00167 \times 8)$	$= .01336$
3 Months	$(.00167 \times 3)$	$= .00501$	9 Months	$(.00167 \times 9)$	$= .01503$
4 Months	$(.00167 \times 4)$	$= .00668$	10 Months	$(.00167 \times 10)$	$= .01667$
5 Months	$(.00167 \times 5)$	$= .00835$	11 Months	$(.00167 \times 11)$	$= .01837$
6 Months	$(.00167 \times 6)$	$= .01002$	12 Months	$(.00167 \times 12)$	$= .02004$

### Data Aging Example:

Add 1 to the applicable aging factor and multiply the result times the survey pay rate to determine the "aged pay rate" (e.g., if a survey salary is equal to \$32,000 on January 1, 2017 and is to be aged 6 months to July 1, 2017 the calculation would be  $1 + .01002 = 1.01002 \times \$32,000 = \$32,321$  after rounding).

\*Reflects months from the date the survey data was initially collected (1/1/2017). While it is possible to age data beyond 12 months (by multiplying the monthly aging factor of .00167 times the number of months the data is to be aged), the accuracy of these estimates decreases as the original data becomes older.



## **PARTICIPATING ORGANIZATIONS**

## Partial Listing of Participants

(12 Organizations elected not to be included on this list)

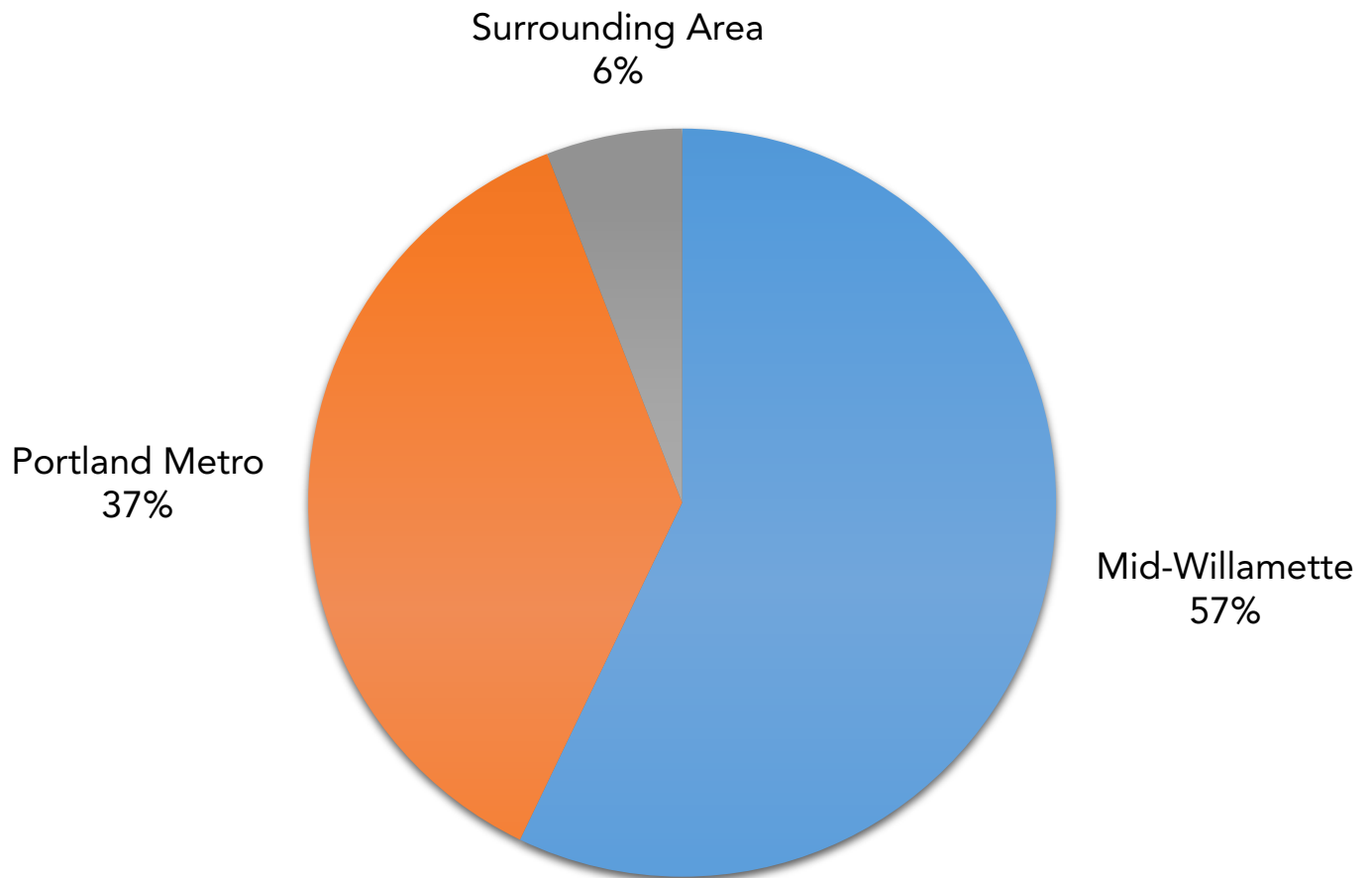
- ABC House
- All God's Children International
- ANDEO
- Big Little School
- Bridgeway Recovery Services
- Camp Lutherwood Oregon
- Capital Manor Retirement Community
- Cascade Health Solutions
- Cascadia Behavioral Healthcare
- Catholic Charities
- Catholic Community Services
- Center for Community Innovation
- Center for Hope and Safety
- Clackamas Women's Services
- Community Action Partnership of Oregon
- Community Energy Project
- Community Home Builders
- Confederated Tribes of Grand Ronde
- Confederated Tribes of Siletz Indians
- Confederated Tribes of Warm Springs
- Cottage Theatre
- Dallas Area Chamber of Commerce
- Direction Service
- Eugene Area Chamber of Commerce
- Eugene Ballet
- Evergreen Aviation & Space Museum
- Exceed Enterprises, Inc.
- FACT Oregon
- Family Building Blocks
- Family Tree Relief Nursery
- FOOD For Lane County
- Friendsview Retirement Community
- Gateway to College National Network
- Girls Inc. of the Pacific NW
- Good Neighbor Center
- Goodwill Industries Lane & S. Coast Counties
- Green Electronics Council
- Home Builders Association Marion & Polk Co.
- Homewoods Corporation
- Housing Independence
- Intercultural Communication Institute
- Jewish Family & Child Service
- Kairos
- Kids & Company of Linn County
- Latino Network
- Linfield College
- Looking Glass Community Services
- Main Street Oregon City
- Marion-Polk Food Share
- Math Learning Center
- Mennonite Village
- Merchants Exchange of Portland
- Metropolitan Family Service
- Mount Angel Abbey
- Multnomah Athletic Club
- MV Advancements (Industrial Services)
- NACM Northwest Co.
- National Intramural-Recreational Sports Assoc.
- NeighborImpact
- North Clackamas Chamber of Commerce
- Northwest Christian University
- Northwest Human Services, Inc.
- NWEA
- Options Counseling Services of Oregon
- Orbis Cascade Alliance
- Oregon Academy of General Dentistry
- Oregon Career Information System
- Oregon Child Development Coalition
- Oregon Concrete & Aggregate Producers Assoc.
- Oregon Dressage Society Inc.
- Oregon Episcopal School
- Oregon Home Builders Association
- Oregon Medical Association
- Oregon Primary Care Association
- Oregon Refuse and Recycling Association
- Oregon School Boards Association Oregon
- Society of CPAs
- Oregon Tilth

## Partial Listing of Participants

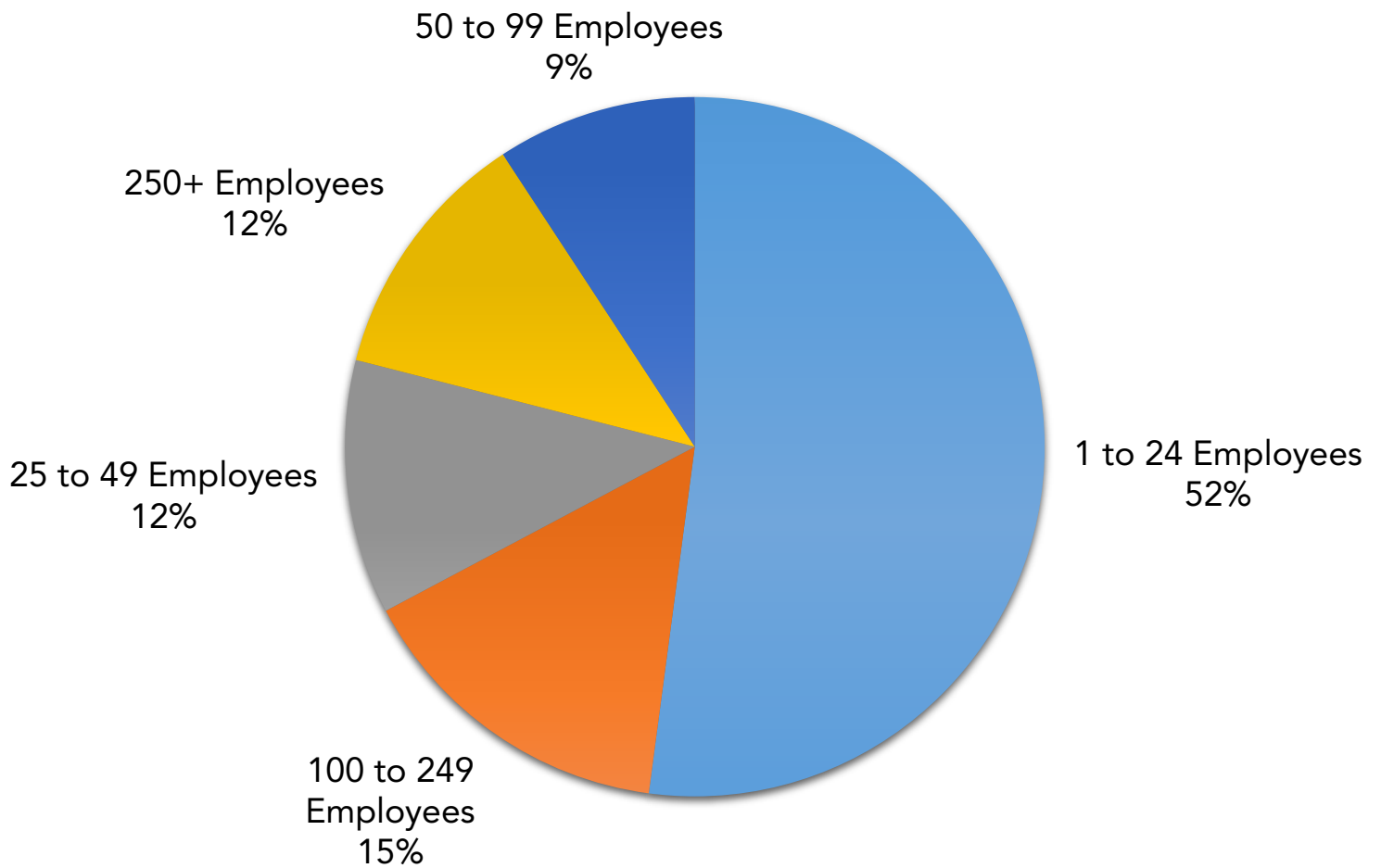
(12 Organizations elected not to be included on this list)

- PacificSource Health Plans
- Partnerships in Community Living, Inc.
- Polk Community Development Corp
- Portland Homeless Family Solutions
- Portland Police Bureau Sunshine Division
- Reach, Inc.
- Reading Results
- Ronald McDonald House Charities
- Salem Area Mass Transit District
- Salem Art Association
- Salem Interfaith Hospitality Network
- Salem/Keizer Coalition for Equality
- SEDCOR
- Serenity Lane
- Shangri-La
- Southwest Neighborhoods Inc. (SWNI)
- Special Mobility Services
- SPOON
- Sunriver Nature Center & Observatory
- The Next Door, Inc.
- The Oregon Community Foundation
- Union Gospel Mission
- United Way of Benton & Lincoln Counties
- United Way of Jackson County
- University Medical Group
- University of Oregon Foundation
- Volunteers In Medicine Clinic
- Yamhill Community Action Partnership

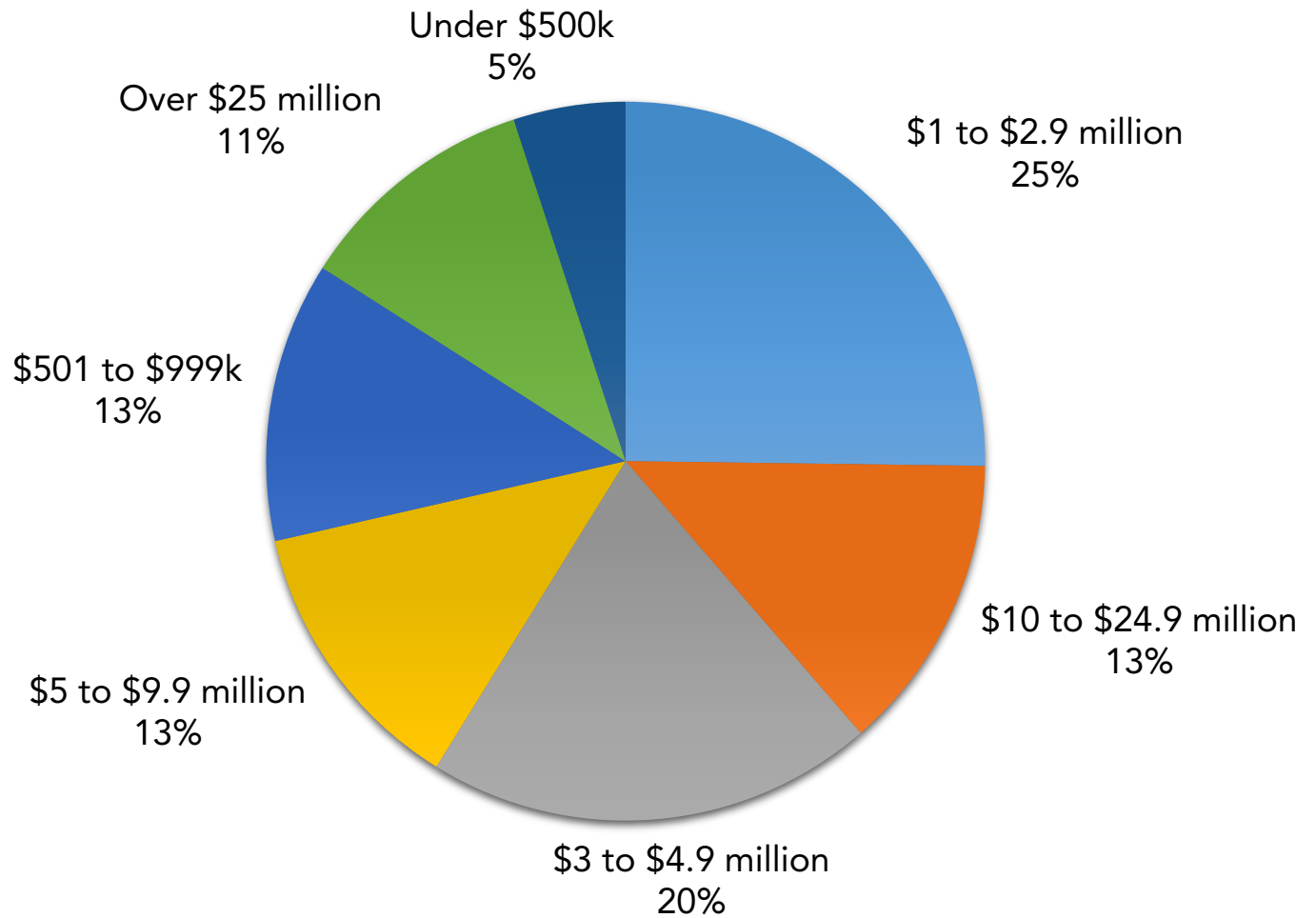
## Participant Distribution by Geographic Location



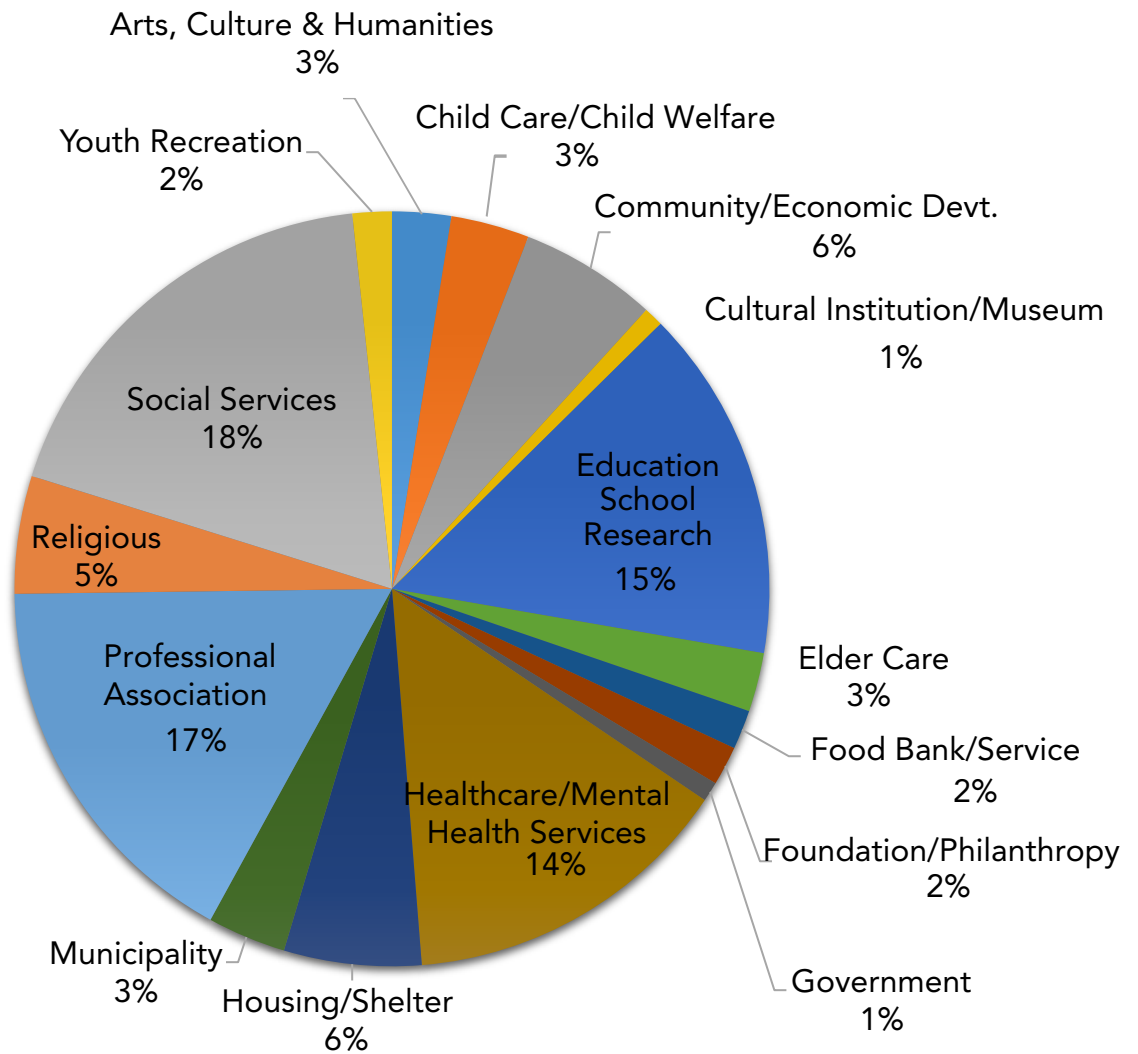
## Participant Distribution by Total Employment



## Participant Distribution by Annual Operating Budget



## Participant Distribution by Industry



## **INDEX OF JOBS SURVEYED**



## Index of Jobs Surveyed

*Note: \* Indicates insufficient data to assure confidentiality, therefore, no Job Detail Report is provided.*

Job Family	Code	Job Title	Page #
Administrative Services	1.01	Executive Director	24
Administrative Services	1.02	Second Highest Position or Deputy/Associate	25
Administrative Services	1.03	Director/VP of Quality Improvement	26
Administrative Services	1.04	Director of Operations	27
Administrative Services	1.05	Operations Manager	28
Administrative Services	1.06	Administrative Services Manager	*
Administrative Services	1.07	Office Manager/Administrator	29
Administrative Services	1.08	Executive Assistant	30
Administrative Services	1.09	Administrative Assistant I	31
Administrative Services	1.10	Administrative Assistant II	32
Administrative Services	1.11	Administrative Assistant III	33
Administrative Services	1.12	Office Clerk	34
Administrative Services	1.13	Receptionist/Telephone Operator	35
Administrative Services	1.14	General Counsel	36
Administrative Services	1.15	Project Manager	37
Administrative Services	1.16	Project Coordinator	38
Administrative Services	1.17	Data Analyst	39
Administrative Services	1.18	Paralegal	*
Administrative Services	1.19	Data Entry Operator	40
Sales/Marketing	2.01	Communications Director	41
Sales/Marketing	2.02	Public Relations Manager	42
Sales/Marketing	2.03	Business Development Manager	43
Sales/Marketing	2.04	Marketing Manager	44
Sales/Marketing	2.05	Public Relations Coordinator	45
Sales/Marketing	2.06	Outreach Manager	*
Sales/Marketing	2.07	Outreach Coordinator	46
Sales/Marketing	2.08	Group Sales Coordinator	47
Sales/Marketing	2.09	Graphic Artist/Specialist	48
Sales/Marketing	2.10	Editor	49
Sales/Marketing	2.11	Communications Specialist	50
Sales/Marketing	2.12	Marketing Coordinator	51
Sales/Marketing	2.13	Social Media Specialist	52
Sales/Marketing	2.14	Sales/Marketing Assistant	*
Sales/Marketing	2.15	Marketing Generalist	53
Sales/Marketing	2.16	Customer Service Manager	*
Sales/Marketing	2.17	Customer Service Representative I	*
Sales/Marketing	2.18	Customer Service Representative II	54
Sales/Marketing	2.19	Customer Service Representative III	55
Sales/Marketing	2.20	Director of Sales	56
Sales/Marketing	2.21	Account Manager	*

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Visitor/Guest Services	3.01	Exhibits Manager	*
Visitor/Guest Services	3.02	Guest/Visitor Services Manager	*
Visitor/Guest Services	3.03	Guest/Visitor Services Assistant	*
Visitor/Guest Services	3.04	Cashier	*
Visitor/Guest Services	3.05	Retail Manager	57
Visitor/Guest Services	3.06	Retail Supervisor	*
Visitor/Guest Services	3.07	Retail Assistant Manager	*
Visitor/Guest Services	3.08	Retail Sales Associate	*
Information Technology	4.01	Information Technology (IT) Director	58
Information Technology	4.02	Information Technology (IT) Manager	59
Information Technology	4.03	Webmaster	*
Information Technology	4.04	Network Systems Manager	60
Information Technology	4.05	Database Administrator	61
Information Technology	4.06	Network Administrator	62
Information Technology	4.07	Systems Administrator	63
Information Technology	4.08	Help Desk Technician	64
Information Technology	4.09	Help Desk Manager	*
Information Technology	4.10	Web Developer	65
Information Technology	4.11	Technical Support Specialist	66
Information Technology	4.12	Computer Technician	67
Information Technology	4.13	Software Engineer	68
Development/Membership	5.01	Development Director	69
Development/Membership	5.02	Development Manager	70
Development/Membership	5.03	Director of Major Gifts	*
Development/Membership	5.04	Director of Annual Giving	*
Development/Membership	5.05	Grants Administrator	*
Development/Membership	5.06	Grant Writer	71
Development/Membership	5.07	Event Manager	72
Development/Membership	5.08	Event Coordinator	73
Development/Membership	5.09	Development Assistant/Associate	74
Development/Membership	5.10	Database/Gifts Processing Coordinator	75
Development/Membership	5.11	Membership Director	76
Development/Membership	5.12	Sales & Sponsorship Manager	*
Development/Membership	5.13	Membership Manager	*
Development/Membership	5.14	Membership Assistant	*
Development/Membership	5.15	Fundraiser	*
Education	6.01	Education Director	*
Education	6.02	Principal/Director/VP of Education	*
Education	6.03	Education Manager	77

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Education	6.04	Education Assistant	*
Education	6.05	Child Care Center Manager	*
Education	6.06	Child Care and Teacher Aide	78
Education	6.07	Teacher Assistant/Aide	*
Education	6.08	Preschool Teacher	*
Education	6.09	Teacher (Bachelor's Degree)	*
Education	6.10	Teacher (Master's Degree)	*
Education	6.11	Special Education Teacher (Bachelor's Degree)	*
Education	6.12	Special Education Teacher (Master's Degree)	*
Education	6.13	Behavioral Management Aide	*
Education	6.14	School Social Worker	*
Studies/Research	7.01	Director of Studies	*
Studies/Research	7.02	Studies Manager	*
Studies/Research	7.03	Research Assistant	*
Finance/Accounting	8.01	Finance Director	79
Finance/Accounting	8.02	Finance Manager	80
Finance/Accounting	8.03	Controller	81
Finance/Accounting	8.04	Assistant Controller	82
Finance/Accounting	8.05	Accounting Supervisor	*
Finance/Accounting	8.06	Accounting Manager	83
Finance/Accounting	8.07	Financial Analyst	84
Finance/Accounting	8.08	Accountant I	85
Finance/Accounting	8.09	Accountant II	86
Finance/Accounting	8.10	Accountant III	87
Finance/Accounting	8.11	Bookkeeper	88
Finance/Accounting	8.12	Grant Accountant	*
Finance/Accounting	8.13	Accounting Clerk/Account Assistant	89
Finance/Accounting	8.14	Accounts Payable Clerk	90
Finance/Accounting	8.15	Accounts Receivable Clerk	91
Finance/Accounting	8.16	Billing Clerk	92
Finance/Accounting	8.17	Contracts & Receivables Coordinator	*
Finance/Accounting	8.18	Payroll Clerk	93
Finance/Accounting	8.19	Payroll Administrator	94
Restaurant/Food Prep. & Service	9.01	Food Services Manager	95
Restaurant/Food Prep. & Service	9.02	Food Services Supervisor	96
Restaurant/Food Prep. & Service	9.03	Restaurant Manager	*
Restaurant/Food Prep. & Service	9.04	Chef	*
Restaurant/Food Prep. & Service	9.05	Cook	97
Restaurant/Food Prep. & Service	9.06	Food Preparation Worker	98
Restaurant/Food Prep. & Service	9.07	Dishwasher	99

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Residential/Group Shelter	10.01	Director of Residential Services	100
Residential/Group Shelter	10.02	Shelter/Housing/Residential Manager	101
Residential/Group Shelter	10.03	Shelter/Housing/Residential Supervisor	*
Residential/Group Shelter	10.04	Eligibility Specialist	*
Residential/Group Shelter	10.05	Housing Property Director	*
Residential/Group Shelter	10.06	Housing Property Manager	*
Residential/Group Shelter	10.07	Residential Child & Youth Worker	*
Residential/Group Shelter	10.08	Residential Adult Care Worker	102
Residential/Group Shelter	10.09	Housing Social Service Specialist	103
Residential/Group Shelter	10.10	Housing Developer	*
Residential/Group Shelter	10.11	Housing Clerk	104
Human Resources	11.01	Human Resources Director	105
Human Resources	11.02	Human Resources Manager	106
Human Resources	11.03	Human Resources Generalist	107
Human Resources	11.04	Human Resources Assistant	108
Human Resources	11.05	Training and Development Manager	109
Human Resources	11.06	Training and Development Specialist	*
Human Resources	11.07	Benefits Administrator	110
Human Resources	11.08	Recruiter	111
Maintenance/Facilities/Supply Chain	12.01	Facilities Manager	112
Maintenance/Facilities/Supply Chain	12.02	Facilities Supervisor	113
Maintenance/Facilities/Supply Chain	12.03	Buyer	*
Maintenance/Facilities/Supply Chain	12.04	Supply and Inventory Clerk	114
Maintenance/Facilities/Supply Chain	12.05	Purchasing Coordinator	115
Maintenance/Facilities/Supply Chain	12.06	Shipping and Receiving Supervisor	*
Maintenance/Facilities/Supply Chain	12.07	Warehouse Manager	*
Maintenance/Facilities/Supply Chain	12.08	Materials Manager	*
Maintenance/Facilities/Supply Chain	12.09	Maintenance Manager	116
Maintenance/Facilities/Supply Chain	12.10	Maintenance Worker	117
Maintenance/Facilities/Supply Chain	12.11	Janitor/Custodian	118
Maintenance/Facilities/Supply Chain	12.12	Delivery Driver	119
Maintenance/Facilities/Supply Chain	12.13	Horticulturist	*
Maintenance/Facilities/Supply Chain	12.14	Grounds Supervisor	*
Maintenance/Facilities/Supply Chain	12.15	Landscape Laborer	120
Maintenance/Facilities/Supply Chain	12.16	Driver 1, No CDL	121
Maintenance/Facilities/Supply Chain	12.17	Security Guard	122
Recreation	13.01	Golf Club Manager	*
Recreation	13.02	Health & Fitness Club Manager	*
Recreation	13.03	Recreation Supervisor	*
Recreation	13.04	Aquatics Supervisor	*

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Recreation	13.05	Fitness Instructor	*
Recreation	13.06	Lifeguard	*
Recreation	13.07	Camp Counselor	*
Recreation	13.08	Recreation Aide	*
Medical Services/Healthcare	14.01	Clinic Director	*
Medical Services/Healthcare	14.02	Clinic Manager	*
Medical Services/Healthcare	14.03	Medical/Health Services Director	*
Medical Services/Healthcare	14.04	Physician, Board Certified	*
Medical Services/Healthcare	14.05	Physician's Assistant	*
Medical Services/Healthcare	14.06	Clinical Manager	*
Medical Services/Healthcare	14.07	Clinical Nurse Manager	*
Medical Services/Healthcare	14.08	Nurse Practitioner	123
Medical Services/Healthcare	14.09	Occupational Therapist	*
Medical Services/Healthcare	14.10	Occupational Therapy Assistant	*
Medical Services/Healthcare	14.11	Physical Therapist	*
Medical Services/Healthcare	14.12	Registered Nurse (RN)	124
Medical Services/Healthcare	14.13	Licensed Practical Nurse (LPN)	*
Medical Services/Healthcare	14.14	Certified Medical Assistant (CMA)	*
Medical Services/Healthcare	14.15	Certified Nursing Assistant (CNA)	125
Medical Services/Healthcare	14.16	Medical Records Clerk	*
Medical Services/Healthcare	14.17	Medical Office Assistant	*
Medical Services/Healthcare	14.18	Patient Registration Clerk/Scheduler	126
Medical Services/Healthcare	14.19	Dentist	*
Medical Services/Healthcare	14.20	Dental Assistant	*
Medical Services/Healthcare	14.21	Patient Account Representative	*
Medical Services/Healthcare	14.22	Patient Services Representative	*
Medical Services/Healthcare	14.23	Pharmacist	*
Medical Services/Healthcare	14.24	Pharmacy Technician	*
Medical Services/Healthcare	14.25	Speech-Language Pathologist (SLP)	*
Medical Services/Healthcare	14.26	Dietician, Nutritionist	*
Medical Services/Healthcare	14.27	Health Educator	*
Medical Services/Healthcare	14.28	Homemaker/Family Aide	*
Medical Services/Healthcare	14.29	Home Health Aide	*
Arts & Performance	15.01	Director of Art Planning/Programming	*
Arts & Performance	15.02	Technical Director	*
Arts & Performance	15.03	Theatre, House Manager	*
Arts & Performance	15.04	Production Manager	127
Arts & Performance	15.05	Production Assistant	*
Arts & Performance	15.06	Librarian	*

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Mental Health/Social Work	16.01	Psychiatrist	*
Mental Health/Social Work	16.02	Psychiatric Nurse Practitioner	*
Mental Health/Social Work	16.03	Psychologist (Licensed)	*
Mental Health/Social Work	16.04	Social Worker (Licensed)	*
Mental Health/Social Work	16.05	Mental Health Therapist (Licensed)	128
Mental Health/Social Work	16.06	Mental Health Professional (MHP)	129
Mental Health/Social Work	16.07	Crisis Intervention Specialist	*
Mental Health/Social Work	16.08	Caseworker Manager/Supervisor	*
Mental Health/Social Work	16.09	Caseworker/Case Manager I	130
Mental Health/Social Work	16.10	Caseworker/Case Manager II	*
Mental Health/Social Work	16.11	Case Aide	*
Mental Health/Social Work	16.12	Counselor	*
Mental Health/Social Work	16.13	Substance Abuse Counselor	*
Mental Health/Social Work	16.14	Peer Counselor	*
Mental Health/Social Work	16.15	Social Services Director	*
Mental Health/Social Work	16.16	Social Services Manager	131
Mental Health/Social Work	16.17	Community Outreach Coordinator	132
Mental Health/Social Work	16.18	Job Developer/Employment Specialist	133
Mental Health/Social Work	16.19	Therapist	*
Mental Health/Social Work	16.20	Clinical Therapist	*
Mental Health/Social Work	16.21	Clinical Supervisor	*
Mental Health/Social Work	16.22	Clinical Director	*
Mental Health/Social Work	16.23	Family Support Specialist	*
Mental Health/Social Work	16.24	Foster Care Licensing Specialist	*
Mental Health/Social Work	16.25	Intake Coordinator	*
Mental Health/Social Work	16.26	Access/Intake Specialist	*
Mental Health/Social Work	16.27	Legal Advocate	*
Program Management	17.01	Program Director	134
Program Management	17.02	Program Supervisor	135
Program Management	17.03	Program Manager	136
Program Management	17.04	Program Coordinator	137
Program Management	17.05	Program Assistant	138
Volunteer Services	18.01	Volunteer Services Director	*
Volunteer Services	18.02	Volunteer Services Manager	139
Volunteer Services	18.03	Volunteer Coordinator	140
Animal Services	19.01	Veterinarian	*
Animal Services	19.02	Veterinary Technician (Certified)	*
Animal Services	19.03	Veterinary Technician (Non-Certified)	*
Animal Services	19.04	Animal Care Worker	*

## Index of Jobs Surveyed

Job Family	Code	Job Title	Page #
Environmental/Conservation	20.01	Energy Advisor	*
Environmental/Conservation	20.02	Energy/Conservation Coordinator - Entry	*
Environmental/Conservation	20.03	Energy/Conservation Project/Program Mgr.	*
Environmental/Conservation	20.04	Weatherization/Energy Efficiency Specialist	*
Environmental/Conservation	20.05	Biologist	*
Environmental/Conservation	20.06	Forester	*
Environmental/Conservation	20.07	Conservationist	*

*Note: In an effort to increase participation for jobs surveyed with insufficient response levels, (less than 5 organizations responding), Cascade Employers Association is actively seeking organizations with matched jobs to participate in the 2018 Non-Profit Pay and Benefit survey.*

## **INDIVIDUAL JOB DETAIL REPORTS**



## Guide to Individual Job Detail Reports

*NOTE: The following titles and definitions correspond with the column and row titles on each Job Detail Report. All jobs are listed in job family and job code number order.*

### 1 Survey Code and Title

The survey code reference number and title. Jobs are listed in code number order. Please refer to the appropriate survey job description summary to determine the degree to which your job matches.

### 2 Number of Organizations (No. of Orgs)

The number of respondents that supplied data on the job within a given analysis group. (Note: Some companies provided input for more than one location.)

### 3 Number of Employees (No. of EEs)

The number of employees reported for the job within a given analysis group.

### 4 Simple Average

This average is calculated as follows:

*Total of the **average** amounts paid by each respondent divided by the number of **responses** in the sample.*

This method of calculation gives equal weight to the amounts paid by each respondent without regard to the number of employees in each organization. It may be useful for analyzing pay practices while reducing the impact of large respondents on an analysis group.

### 5 Weighted Average

This average is calculated as follows:

*Total of the **amounts** paid to all employees in the sample divided by the **total number** of employees.*

This method may reflect the impact of respondents that have many employees in a given job.

### 6 Interquartile Range -- 25%

The 25th percentile of the sample. The average amounts paid by 25% of the respondents **are less** than this amount.

### 7 Interquartile Range -- Median

The median or 50th percentile of the sample. The average amounts paid by half of the respondents are more than this amount and half are less.

### 8 Interquartile Range -- 75%

The 75th percentile of the sample. The average amounts paid by 75% of the respondents **are more** than this amount.

### 9 Extremes -- 10%

The 10th percentile of the sample. The average amounts paid by 10% of the respondents **are less** than this amount.

### 10 Extremes -- 90%

The 90th percentile of the sample. The average amounts paid by 90% of the respondents **are more** than this amount.

### Base Pay

*The following definitions (11-16) apply to base wages and salary only.*

### 11 Total Responses

This analysis group displays the data for all respondents combined, without regard to size, location, etc.

### 12 Geographic Area

This section contains breakouts of data for specific geographic areas (see Introduction for counties included in each area).

### 13 Employment Size

This section summarizes the survey data based on the number of employees in participating organizations.

### 14 Annual Operating Budget

Displays pay information within listed annual operating budget categories.

### 15 Industry

Summarizes pay data according to an organization's designated industry.

### 16 Match Degree

This displays pay data based on the degree to which participant jobs matched the survey job description summary.

**Light Match** covers those participants whose jobs are slightly less (or "lighter") than the survey job description.

**Good Match** covers those participants whose jobs fit the survey job description summary well.

**Heavy Match** covers those participants whose jobs include responsibilities which are slightly greater (or "heavier") than those covered by the survey job description summary.

### Range of Pay

*The following definitions (17-18) reflect the lowest and highest amounts the respondents paid at the time of the survey. Lowest and highest data is excluded if respondents only had one employee in the job or if all employees in the job were paid the same amount.*

### 17 Lowest Pay

The average of the lowest amounts that those responding were actually paying at the time of the survey.

### 18 Highest Pay

The average of the highest amounts that those responding were actually paying at the time of the survey.

## Guide to Individual Job Detail Reports

### **Total Compensation**

*Measures the impact of variable pay cash rewards.*

*Variable pay is defined as bonus/incentive awards above base salary, paid in cash-equivalent and generally tied to performance metrics (thresholds or targets) for a defined performance period. The performance period is typically the prior calendar year and the payout usually occurs in the current year. Includes bonuses or one time lump sum recognition bonus, incentive pay, "non-qualified" profit sharing, gain sharing, and unrestricted stock grants.*

*Excludes overtime pay, shift differentials, prizes, trips, single event-driven awards, individual/team recognition awards, patent/suggestion awards, sign-on bonuses, education or relocation allowances, stock options, restricted stock grants, and qualified payments, such as broad-based tax-exempt profit sharing and 401k payments.*

### **20 Receiving / Base Pay**

Reflects the average base pay amount of those employees who also received variable pay.

### **21 Receiving / Variable Amount**

Reflects the average dollar amount received as variable pay.

### **22 Receiving / % of Base Pay**

The "% of base" reflects the average award paid during the last fiscal /performance (expressed as a percent of base pay) period.

### **23 Receiving / Variable + Base**

Reflects the sum of the average base pay and the average variable pay awards for employees who received variable pay.

### **24 Not Receiving / Base Pay**

Includes responses where employees are not eligible to participate in any variable pay program.

### **25 Combined / Variable + Base**

Reflects the sum of the average base pay, and the average variable pay awards, combined with the responses where employees did not receive variable pay.

### 1.01: Executive Director

Directs a nonprofit's strategic planning, operations, staffing, budget/finance, fundraising, Board of Directors relations, human resources, public relations, communication and development planning. Chief organizational representative to government agencies, community organizations and the public. Top Executive in a non-profit organization. Typically requires a Bachelor's Degree or above and 10+ years of related experience. Other Title: President.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	84	124	\$128,563	\$116,790	\$76,382	\$100,000	\$153,500	\$61,244	\$193,437
<b>Geographic Area</b>									
Portland Metro	28	50	\$118,212	\$105,607	\$71,554	\$99,438	\$141,258	\$60,320	\$176,527
Mid-Willamette	49	67	\$130,111	\$120,712	\$79,000	\$100,000	\$157,248	\$62,720	\$195,325
- Total Willamette	77	117	\$125,784	\$114,257	\$76,842	\$100,000	\$150,000	\$60,320	\$192,716
Surrounding Areas	7	7	\$159,131	\$159,131	\$92,500	\$131,165	\$163,875	\$73,000	\$262,000
<b>Employment Size</b>									
1 to 24 Employees	49	87	\$101,632	\$93,867	\$70,000	\$87,125	\$143,831	\$59,136	\$160,200
25 to 49 Employees	9	10	\$128,623	\$155,760	\$79,600	\$99,278	\$114,000	\$73,538	\$185,251
50 to 99 Employees	5	5	\$160,515	\$160,515	\$100,000	\$110,000	\$130,000	\$97,000	\$272,544
100 to 249 Employees	13	13	\$160,034	\$160,034	\$104,000	\$148,792	\$185,325	\$84,000	\$198,894
250+ Employees	8	9	\$222,336	\$208,329	\$130,526	\$179,135	\$268,181	\$112,884	\$418,758
<b>Annual Operating Budget</b>									
Under \$500k	4	4	-	-	-	-	-	-	-
\$501 to \$999k	12	44	\$106,317	\$91,905	\$78,000	\$93,823	\$131,250	\$72,365	\$156,975
\$1 to \$2.9 million	24	24	\$102,931	\$102,931	\$69,500	\$85,454	\$142,050	\$61,724	\$156,574
\$3 to \$4.9 million	17	23	\$103,447	\$94,653	\$76,842	\$96,000	\$100,000	\$62,040	\$170,467
\$5 to \$9.9 million	8	9	\$146,415	\$174,591	\$94,900	\$130,583	\$134,631	\$72,268	\$220,682
\$10 to \$24.9 million	11	11	\$179,437	\$179,437	\$122,972	\$181,080	\$196,217	\$104,000	\$220,908
Over \$25 million	8	9	\$241,557	\$225,415	\$128,026	\$171,475	\$402,500	\$105,884	\$418,758
<b>Industry</b>									
Arts, Culture, & Humanities	3	19	-	-	-	-	-	-	-
Child Care / Child Welfare	2	2	-	-	-	-	-	-	-
Community / Economic Development	4	4	-	-	-	-	-	-	-
Education / School / Research	12	12	\$158,901	\$158,901	\$88,833	\$113,282	\$173,831	\$58,645	\$378,533
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	3	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	11	11	\$186,220	\$186,220	\$135,000	\$181,080	\$197,418	\$96,000	\$220,908
Housing / Shelter	7	25	\$81,877	\$81,953	\$69,869	\$70,000	\$73,500	\$67,203	\$106,200
Municipality	4	4	-	-	-	-	-	-	-
Professional Association	14	18	\$118,677	\$109,860	\$79,384	\$134,416	\$156,686	\$62,400	\$166,325
Religious	2	2	-	-	-	-	-	-	-
Social Services	17	18	\$93,437	\$93,595	\$76,842	\$99,597	\$104,000	\$63,128	\$118,778
Youth Recreation	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	5	\$105,699	\$105,699	\$76,842	\$80,000	\$130,000	\$66,929	\$160,800
Good Match	61	90	\$124,898	\$116,342	\$75,000	\$100,000	\$150,000	\$60,000	\$185,325
Heavy Match	18	29	\$147,332	\$120,092	\$80,196	\$107,000	\$174,060	\$69,217	\$260,475
<b>Range of Pay</b>									
Lowest Pay	21	22	\$87,645	**	\$61,256	\$77,048	\$90,227	\$55,000	\$121,389
Highest Pay	21	22	\$126,791	**	\$89,440	\$104,242	\$145,080	\$70,000	\$176,540
<b>Total Compensation</b>									
Receiving / Base Pay	14	36	\$129,788	\$105,207	\$72,500	\$98,299	\$153,894	\$68,521	\$188,553
Receiving / Variable Amount	14	36	\$7,550	\$4,576	\$1,125	\$3,750	\$12,750	\$650	\$15,000
Receiving / % of Base Pay	14	36	5.41%	3.83%	1.48%	3.59%	6.95%	1.06%	13.62%
Receiving / Variable + Base	14	36	\$137,341	\$109,784	\$75,571	\$100,799	\$176,330	\$69,371	\$200,903
Not Receiving / Base Pay	70	88	\$128,319	\$121,529	\$77,158	\$102,000	\$152,250	\$60,320	\$194,741
Combined / Variable + Base	84	124	\$129,823	\$118,119	\$76,382	\$100,799	\$153,500	\$61,244	\$198,242

## 1.02: Second Highest Position or Deputy/Associate

Responsible for supervising key organization functions, including staff hiring and evaluation, financial management and development, information systems and insurance. Is supervised by the Executive Director and is generally second in command. Other Titles: Associate Director, Associate Executive Director, Associate Administrator, Deputy Director, Vice President, Chief Operating Officer.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	23	27	\$123,698	\$117,182	\$93,415	\$109,700	\$133,830	\$64,000	\$188,922
<b>Geographic Area</b>									
Portland Metro	6	6	\$103,472	\$103,472	\$92,895	\$103,810	\$109,180	\$90,255	\$116,350
Mid-Willamette	15	19	\$127,926	\$117,776	\$88,152	\$114,133	\$139,054	\$57,306	\$188,131
- Total Willamette	21	25	\$120,939	\$114,343	\$90,526	\$109,700	\$132,300	\$60,000	\$144,612
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	8	10	\$101,836	\$90,589	\$88,878	\$111,917	\$123,249	\$52,537	\$129,622
25 to 49 Employees	2	4	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	8	8	\$119,864	\$119,864	\$100,576	\$106,475	\$133,065	\$91,413	\$154,752
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	5	7	\$95,511	\$81,251	\$55,510	\$109,700	\$123,996	\$49,564	\$135,247
\$3 to \$4.9 million	3	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	3	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	8	8	\$121,667	\$121,667	\$92,228	\$119,960	\$137,673	\$74,000	\$166,371
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	6	10	\$159,463	\$127,563	\$110,732	\$123,064	\$183,075	\$77,650	\$277,675
Elder Care	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	5	5	\$118,068	\$118,068	\$107,619	\$135,360	\$142,748	\$79,048	\$143,866
Housing / Shelter	1	1	-	-	-	-	-	-	-
Municipality	2	2	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Social Services	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	5	\$116,040	\$116,040	\$100,000	\$109,700	\$135,360	\$94,316	\$140,911
Good Match	11	11	\$124,539	\$124,539	\$95,992	\$114,133	\$137,524	\$80,000	\$200,000
Heavy Match	7	11	\$127,846	\$110,344	\$75,907	\$105,331	\$118,414	\$51,546	\$215,940
<b>Range of Pay</b>									
Lowest Pay	9	11	\$92,636	**	\$78,624	\$90,000	\$97,670	\$74,768	\$112,602
Highest Pay	9	11	\$131,511	**	\$108,252	\$110,000	\$137,757	\$107,294	\$173,582
<b>Total Compensation</b>									
Receiving / Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable Amount	2	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable + Base	2	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	21	23	\$126,862	\$125,728	\$96,304	\$109,700	\$132,300	\$80,000	\$200,000
Combined / Variable + Base	23	27	\$123,916	\$117,441	\$93,415	\$109,700	\$135,833	\$64,000	\$188,922

### 1.03: Director/VP of Quality Improvement

Responsible for supervising department staff. Plans, develops and directs program to meet the goals of the organization. Prepares and administers the programs budget. Develops and administers policies and procedures for the department. Reviews the effectiveness of the organizational policies and procedures. Coordinates client satisfaction surveys. Provides direct service/supervision in situations requiring a higher degree of skill. This is the top position in the department. Other Title: Director of Quality Assurance.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	9	9	\$89,758	\$89,758	\$60,965	\$79,766	\$100,000	\$53,779	\$126,602
<b>Geographic Area</b>									
Mid-Willamette	9	9	\$89,758	\$89,758	\$60,965	\$79,766	\$100,000	\$53,779	\$126,602
- Total Willamette	9	9	\$89,758	\$89,758	\$60,965	\$79,766	\$100,000	\$53,779	\$126,602
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	5	5	\$73,321	\$73,321	\$54,097	\$79,766	\$80,235	\$53,144	\$92,094
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	5	5	\$84,470	\$84,470	\$79,766	\$80,235	\$100,000	\$64,364	\$104,951
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	3	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	5	\$80,244	\$80,244	\$72,000	\$79,766	\$80,235	\$65,379	\$97,045
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	8	\$87,446	\$87,446	\$59,248	\$75,883	\$85,176	\$53,620	\$130,000
Combined / Variable + Base	9	9	\$89,870	\$89,870	\$60,965	\$79,766	\$100,000	\$53,779	\$127,402

#### 1.04: Director of Operations

Directs general operations management and planning in a service and goods providing organization. Directs multiple departments or a division to attain operational efficiency to provide customer and consumer quality services. Confers with executive management to meet organizational objectives for all operations activities. Controls budgets and staffing for all operating divisions. Decision have serious and long term impact on division and corporate earnings. Reports to VP or CEO.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	15	16	\$111,207	\$112,669	\$65,150	\$75,858	\$125,490	\$54,448	\$216,124
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	10	11	\$108,476	\$110,851	\$70,725	\$75,587	\$130,045	\$59,500	\$198,779
- Total Willamette	14	15	\$112,793	\$114,247	\$62,575	\$74,196	\$130,045	\$54,356	\$219,593
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	5	5	\$58,783	\$58,783	\$54,080	\$55,000	\$70,300	\$46,832	\$71,640
25 to 49 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	6	7	\$157,003	\$153,803	\$88,075	\$125,490	\$206,150	\$69,320	\$276,200
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	4	4	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	5	6	\$170,928	\$164,873	\$89,000	\$134,600	\$230,000	\$82,784	\$285,440
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	5	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	7	7	\$102,267	\$102,267	\$57,040	\$72,533	\$82,429	\$49,248	\$182,360
Heavy Match	6	7	\$106,757	\$110,734	\$70,725	\$75,320	\$120,610	\$62,650	\$182,300
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	15	16	\$111,208	\$112,669	\$65,150	\$75,858	\$125,490	\$54,448	\$216,124
Combined / Variable + Base	15	16	\$111,208	\$112,669	\$65,150	\$75,858	\$125,490	\$54,448	\$216,124

### 1.05: Operations Manager

Manages the day-to-day business operations in a service and goods providing organization including nonprofits. Functions managed may include facility planning, fulfillment, purchasing and finance, risk management, legal and human resources, IT and enterprise systems and other business support functions. Manages a department or function through supervisors and/or senior staff. Makes final decision on administrative, project management and operational matters. Actions directly impact department performance. Reports to director or executive level in smaller organizations.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	15	22	\$66,747	\$63,622	\$49,454	\$60,000	\$71,000	\$39,200	\$110,020
<b>Geographic Area</b>									
Portland Metro	5	6	\$78,940	\$77,117	\$60,000	\$68,000	\$100,000	\$54,000	\$110,020
Mid-Willamette	9	15	\$63,501	\$60,132	\$48,907	\$60,000	\$70,000	\$41,937	\$83,600
- Total Willamette	14	21	\$69,015	\$64,985	\$50,000	\$63,710	\$71,500	\$46,522	\$111,690
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	7	7	\$56,384	\$56,384	\$42,500	\$50,000	\$66,000	\$32,074	\$83,200
25 to 49 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	5	12	\$72,205	\$63,291	\$60,000	\$67,419	\$68,000	\$53,344	\$97,220
<b>Annual Operating Budget</b>									
Under \$500k	2	2	-	-	-	-	-	-	-
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	4	11	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	3	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	6	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	4	8	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	5	-	-	-	-	-	-	-
Good Match	7	8	\$59,626	\$60,673	\$42,500	\$60,000	\$64,000	\$32,074	\$87,480
Heavy Match	5	9	\$74,181	\$75,235	\$50,000	\$70,000	\$72,000	\$49,344	\$106,800
<b>Range of Pay</b>									
Lowest Pay	6	11	\$52,159	**	\$40,850	\$53,789	\$59,394	\$32,420	\$70,267
Highest Pay	6	11	\$75,019	**	\$54,056	\$67,000	\$84,918	\$40,930	\$117,112
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	13	20	\$60,349	\$59,149	\$48,907	\$60,000	\$68,000	\$37,100	\$71,600
Combined / Variable + Base	15	22	\$73,615	\$68,304	\$49,454	\$60,000	\$71,000	\$39,200	\$125,880

### 1.07: Office Manager/Administrator

Responsible for managing office services, which may include copy services, word processing, mail and distribution services, records retention, office reception, janitorial services, cafeteria staff, recreation services, utility services and communication systems, such as telephones. Other Titles: Administrative Services Manager, Front Office Supervisor, Site Manager.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	7	10	\$45,226	\$45,101	\$40,340	\$44,616	\$46,147	\$36,998	\$53,290
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	6	9	\$42,431	\$43,224	\$38,670	\$44,148	\$44,761	\$36,998	\$46,147
- Total Willamette	7	10	\$45,226	\$45,101	\$40,340	\$44,616	\$46,147	\$36,998	\$53,290
<b>Employment Size</b>									
1 to 24 Employees	4	4	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	2	5	-	-	-	-	-	-	-
<b>Industry</b>									
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	5	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	8	\$41,420	\$42,691	\$37,000	\$43,680	\$44,616	\$36,998	\$44,732
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	9	\$45,330	\$45,155	\$38,670	\$44,245	\$46,815	\$36,998	\$54,742
Combined / Variable + Base	7	10	\$45,335	\$45,176	\$40,340	\$44,809	\$46,425	\$36,998	\$53,290



### 1.08: Executive Assistant

Responsible for providing administrative support to the Executive Director. Handles details of a highly confidential and critical nature. Collects and prepares information for the Executive Director to use in meetings with organization staff and outside parties. Supports the Board of Directors by providing management support in scheduling, preparing agendas, staffing, preparing minutes, and coordinate Board level committee meetings and functions. Assists with special projects, creating reports, statistical tracking and database management. Other Titles: Assistant to President, Executive Secretary.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	28	40	\$49,468	\$50,265	\$37,440	\$49,207	\$56,553	\$33,274	\$67,875
<b>Geographic Area</b>									
Portland Metro	9	16	\$47,668	\$50,672	\$35,360	\$51,521	\$55,000	\$34,944	\$59,043
Mid-Willamette	17	20	\$50,614	\$49,610	\$41,000	\$46,892	\$57,288	\$32,756	\$68,100
- Total Willamette	26	36	\$49,595	\$50,082	\$37,440	\$49,207	\$56,922	\$33,270	\$68,325
Surrounding Areas	2	4	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	9	10	\$46,060	\$44,366	\$37,440	\$43,645	\$55,000	\$32,448	\$57,960
25 to 49 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	8	11	\$44,256	\$46,129	\$34,835	\$44,135	\$53,593	\$32,881	\$56,110
250+ Employees	7	15	\$56,545	\$55,921	\$48,973	\$57,107	\$65,355	\$42,831	\$70,716
<b>Annual Operating Budget</b>									
\$501 to \$999k	3	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	5	6	\$40,266	\$38,408	\$35,360	\$39,645	\$43,645	\$31,616	\$49,594
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	9	10	\$45,844	\$45,397	\$35,360	\$41,377	\$46,892	\$33,007	\$59,643
Over \$25 million	7	17	\$60,617	\$57,607	\$56,184	\$57,107	\$65,355	\$54,208	\$70,716
<b>Industry</b>									
Community / Economic Development	2	3	-	-	-	-	-	-	-
Education / School / Research	6	11	\$47,081	\$47,840	\$38,424	\$48,689	\$56,966	\$33,280	\$59,274
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	8	14	\$47,103	\$48,996	\$42,984	\$46,659	\$51,838	\$39,932	\$54,085
Housing / Shelter	1	1	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	4	4	-	-	-	-	-	-	-
Social Services	5	5	\$41,086	\$41,086	\$33,259	\$35,360	\$35,360	\$32,504	\$55,814
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	18	29	\$50,040	\$51,624	\$38,330	\$48,973	\$56,922	\$33,274	\$64,667
Heavy Match	9	10	\$49,891	\$47,814	\$39,645	\$52,790	\$55,000	\$34,112	\$67,650
<b>Range of Pay</b>									
Lowest Pay	12	16	\$40,718	**	\$30,566	\$36,109	\$50,136	\$29,230	\$55,653
Highest Pay	12	16	\$54,018	**	\$40,529	\$49,598	\$61,250	\$36,144	\$80,523
<b>Total Compensation</b>									
Receiving / Base Pay	8	16	\$48,134	\$49,747	\$38,054	\$49,207	\$55,830	\$32,032	\$61,242
Receiving / Variable Amount	8	16	\$1,825	\$1,900	\$638	\$1,150	\$1,750	\$285	\$3,850
Receiving / % of Base Pay	8	16	3.31%	3.42%	1.19%	2.61%	3.91%	0.76%	6.62%
Receiving / Variable + Base	8	16	\$49,962	\$51,647	\$38,341	\$51,107	\$57,126	\$32,507	\$63,890
Not Receiving / Base Pay	20	24	\$49,999	\$50,610	\$37,440	\$49,608	\$57,152	\$35,150	\$67,425
Combined / Variable + Base	28	40	\$49,988	\$51,025	\$37,440	\$51,091	\$57,126	\$33,449	\$67,875

### 1.09: Administrative Assistant I

Assists executives, department managers and staff by performing a variety of administrative and clerical support duties, such as meeting planning, preparing complex documents, composing correspondence and coordinating activities. Collects and compiles data, prepares standard and custom reports. Entry level business support. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close supervision on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	32	95	\$15.55	\$16.72	\$13.50	\$15.00	\$17.45	\$11.91	\$20.38
<b>Geographic Area</b>									
Portland Metro	7	7	\$16.74	\$16.74	\$14.78	\$15.63	\$18.24	\$14.18	\$21.07
Mid-Willamette	21	77	\$15.04	\$16.56	\$13.00	\$14.42	\$16.02	\$11.85	\$20.06
- Total Willamette	28	84	\$15.47	\$16.57	\$13.50	\$14.96	\$16.35	\$11.92	\$20.50
Surrounding Areas	4	11	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	12	15	\$14.76	\$15.16	\$14.26	\$14.96	\$15.72	\$11.30	\$17.91
25 to 49 Employees	4	12	-	-	-	-	-	-	-
50 to 99 Employees	3	5	-	-	-	-	-	-	-
100 to 249 Employees	7	15	\$15.24	\$15.17	\$12.96	\$14.64	\$16.89	\$11.93	\$19.44
250+ Employees	6	48	\$17.91	\$17.51	\$16.00	\$18.04	\$20.53	\$14.50	\$21.19
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	3	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	5	6	\$14.76	\$14.63	\$14.35	\$14.42	\$15.00	\$14.14	\$15.61
\$3 to \$4.9 million	7	27	\$14.24	\$13.83	\$11.93	\$13.50	\$15.81	\$11.11	\$19.14
\$5 to \$9.9 million	5	13	\$16.15	\$16.01	\$14.64	\$14.91	\$17.23	\$13.00	\$20.12
\$10 to \$24.9 million	7	13	\$16.44	\$16.08	\$14.48	\$16.00	\$18.24	\$13.16	\$20.93
Over \$25 million	4	32	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	2	2	-	-	-	-	-	-	-
Education / School / Research	5	16	\$15.97	\$16.84	\$14.00	\$15.00	\$18.78	\$12.81	\$19.55
Elder Care	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	26	-	-	-	-	-	-	-
Healthcare / Mental Health Services	7	27	\$16.56	\$16.58	\$14.16	\$16.00	\$18.22	\$13.78	\$20.93
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	9	11	\$15.93	\$16.32	\$14.42	\$15.63	\$18.12	\$12.80	\$19.37
Social Services	4	10	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	4	10	-	-	-	-	-	-	-
Good Match	23	71	\$15.71	\$17.32	\$13.50	\$15.00	\$17.96	\$11.92	\$20.35
Heavy Match	5	14	\$14.02	\$14.17	\$13.00	\$14.00	\$15.00	\$11.20	\$16.87
<b>Range of Pay</b>									
Lowest Pay	12	55	\$13.32	**	\$10.80	\$12.99	\$15.07	\$10.56	\$17.14
Highest Pay	12	55	\$18.56	**	\$16.26	\$19.00	\$20.17	\$14.80	\$21.54
<b>Total Compensation</b>									
Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable Amount	4	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable + Base	4	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	28	89	\$15.72	\$16.88	\$13.37	\$15.31	\$18.26	\$11.89	\$20.50
Combined / Variable + Base	32	95	\$15.59	\$16.74	\$13.50	\$15.00	\$17.45	\$11.91	\$20.38

### 1.10: Administrative Assistant II

Assists executives, department managers and staff by performing a variety of administrative and clerical support duties, such as meeting planning, preparing complex documents, composing correspondence and coordinating activities. Collects and compiles data, prepares standard and custom reports. Intermediate level business support. Applies learned skills and procedures to complete semi-routine tasks. Receives general guidance on assignments and interactions with customers and callers. Typically requires High School education and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	29	91	\$18.29	\$17.75	\$15.93	\$17.45	\$20.24	\$13.95	\$23.51
<b>Geographic Area</b>									
Portland Metro	8	15	\$18.20	\$17.99	\$15.39	\$18.15	\$20.48	\$13.44	\$22.48
Mid-Willamette	17	60	\$18.50	\$17.45	\$16.13	\$17.77	\$19.80	\$14.54	\$23.64
- Total Willamette	25	75	\$18.41	\$17.56	\$15.93	\$17.77	\$20.24	\$13.85	\$23.78
Surrounding Areas	4	16	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	9	14	\$19.49	\$18.76	\$16.35	\$17.09	\$23.38	\$15.15	\$24.33
25 to 49 Employees	5	9	\$20.82	\$20.89	\$17.77	\$19.95	\$20.24	\$17.77	\$25.13
50 to 99 Employees	5	11	\$16.70	\$17.18	\$15.93	\$17.00	\$17.79	\$14.16	\$18.99
100 to 249 Employees	5	20	\$15.97	\$17.46	\$14.10	\$14.90	\$16.13	\$13.27	\$19.65
250+ Employees	5	37	\$17.50	\$16.94	\$16.14	\$17.45	\$18.71	\$14.86	\$20.20
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	5	-	-	-	-	-	-	-
\$1 to \$2.9 million	4	5	-	-	-	-	-	-	-
\$3 to \$4.9 million	6	7	\$19.17	\$19.69	\$17.77	\$19.02	\$22.19	\$15.38	\$23.11
\$5 to \$9.9 million	6	12	\$19.74	\$19.21	\$15.02	\$18.86	\$24.12	\$13.41	\$26.95
\$10 to \$24.9 million	6	28	\$16.15	\$15.41	\$15.16	\$16.03	\$16.14	\$14.45	\$17.97
Over \$25 million	5	34	\$19.27	\$19.05	\$17.45	\$18.71	\$21.19	\$17.18	\$21.68
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	3	-	-	-	-	-	-	-
Education / School / Research	5	25	\$17.27	\$18.68	\$14.90	\$17.77	\$18.71	\$13.75	\$20.69
Elder Care	1	3	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	5	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	31	\$15.70	\$15.72	\$14.53	\$16.13	\$17.12	\$13.36	\$17.61
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	7	12	\$20.40	\$19.67	\$17.05	\$19.95	\$23.44	\$16.74	\$24.62
Religious	2	4	-	-	-	-	-	-	-
Social Services	3	6	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	8	\$16.79	\$16.75	\$16.14	\$16.35	\$17.77	\$14.71	\$19.08
Good Match	23	81	\$18.18	\$17.59	\$15.72	\$17.45	\$20.72	\$14.02	\$23.27
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	12	40	\$16.04	**	\$13.82	\$15.00	\$17.12	\$12.60	\$20.21
Highest Pay	12	40	\$21.43	**	\$17.87	\$21.17	\$24.50	\$16.23	\$26.15
<b>Total Compensation</b>									
Receiving / Base Pay	5	11	\$21.23	\$18.62	\$17.09	\$23.38	\$24.04	\$16.52	\$24.92
Receiving / Variable Amount	5	11	\$0.78	\$0.84	\$0.72	\$0.87	\$0.96	\$0.52	\$0.96
Receiving / % of Base Pay	5	11	3.90%	4.75%	2.83%	4.00%	5.37%	2.12%	5.52%
Receiving / Variable + Base	5	11	\$22.01	\$19.47	\$18.06	\$23.76	\$25.00	\$17.42	\$25.74
Not Receiving / Base Pay	24	80	\$17.68	\$17.63	\$15.35	\$17.23	\$19.83	\$13.83	\$21.76
Combined / Variable + Base	29	91	\$18.42	\$17.86	\$15.93	\$17.77	\$20.24	\$13.95	\$24.01

### 1.11: Administrative Assistant III

Assists executives, department managers and staff by performing a variety of administrative and clerical support duties, such as meeting planning, preparing complex documents, composing correspondence and coordinating activities. Collects and compiles data, prepares standard and custom reports. Senior level business support. Applies expertise to perform a broad range of tasks. Senior member of a team. Mature knowledge source for customers, clients and co-workers. Typically requires High School education with some vocational training and 4-6 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	17	56	\$20.47	\$21.77	\$18.00	\$20.65	\$22.44	\$14.90	\$25.85
<b>Geographic Area</b>									
Portland Metro	5	10	\$18.60	\$21.23	\$14.00	\$15.50	\$19.06	\$13.62	\$26.26
Mid-Willamette	9	32	\$20.74	\$22.08	\$18.72	\$20.94	\$22.44	\$17.96	\$23.55
- Total Willamette	14	42	\$19.97	\$21.88	\$17.12	\$19.85	\$22.27	\$14.45	\$23.56
Surrounding Areas	3	14	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	5	5	\$18.27	\$18.27	\$15.50	\$18.27	\$21.15	\$14.60	\$21.92
25 to 49 Employees	3	7	-	-	-	-	-	-	-
50 to 99 Employees	2	11	-	-	-	-	-	-	-
100 to 249 Employees	2	5	-	-	-	-	-	-	-
250+ Employees	5	28	\$20.75	\$21.98	\$19.06	\$20.65	\$21.77	\$18.86	\$22.84
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	3	7	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	3	-	-	-	-	-	-	-
Over \$25 million	6	39	\$22.06	\$21.98	\$19.46	\$21.21	\$23.11	\$18.53	\$26.43
<b>Industry</b>									
Community / Economic Development	3	7	-	-	-	-	-	-	-
Education / School / Research	5	28	\$22.46	\$23.47	\$20.94	\$21.77	\$23.56	\$18.42	\$27.00
Foundation / Philanthropy / Fundraising	1	2	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	4	6	-	-	-	-	-	-	-
Social Services	2	11	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	10	-	-	-	-	-	-	-
Good Match	10	38	\$20.54	\$22.36	\$18.81	\$21.05	\$23.11	\$13.94	\$24.13
Heavy Match	5	8	\$21.28	\$23.64	\$16.73	\$20.65	\$22.44	\$15.99	\$27.61
<b>Range of Pay</b>									
Lowest Pay	9	25	\$17.46	**	\$16.44	\$17.64	\$18.72	\$12.12	\$20.55
Highest Pay	9	25	\$23.65	**	\$22.33	\$23.56	\$27.22	\$16.12	\$30.21
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	55	\$20.79	\$21.89	\$18.20	\$20.79	\$22.71	\$15.37	\$26.43
Combined / Variable + Base	17	56	\$20.48	\$21.77	\$18.00	\$20.65	\$22.44	\$14.97	\$25.85

### 1.12: Office Clerk

Performs clerical procedures in support of assigned department. Maintains and updates filing, inventory, mailing, and database systems. Compiles, sorts and files records of office activities and business transactions. Types, formats, proofreads, and edits correspondence and other documents. Entry level business support. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close supervision on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	14	61	\$14.63	\$15.46	\$13.53	\$14.67	\$16.28	\$10.71	\$17.73
<b>Geographic Area</b>									
Portland Metro	5	24	\$15.16	\$15.11	\$13.50	\$16.71	\$16.76	\$11.80	\$17.59
Mid-Willamette	9	37	\$14.34	\$14.32	\$13.62	\$14.49	\$14.85	\$10.67	\$16.26
- Total Willamette	14	61	\$14.63	\$15.46	\$13.53	\$14.67	\$16.28	\$10.71	\$17.73
<b>Employment Size</b>									
1 to 24 Employees	6	7	\$15.00	\$14.86	\$14.12	\$14.67	\$14.96	\$13.75	\$16.57
100 to 249 Employees	3	13	-	-	-	-	-	-	-
250+ Employees	5	41	\$13.23	\$13.19	\$10.80	\$13.62	\$14.84	\$10.41	\$15.99
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	4	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	3	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	9	-	-	-	-	-	-	-
Over \$25 million	4	40	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	17	-	-	-	-	-	-	-
Education / School / Research	2	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	32	-	-	-	-	-	-	-
Municipality	1	4	-	-	-	-	-	-	-
Professional Association	3	3	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	11	51	\$14.64	\$15.34	\$12.40	\$14.84	\$15.88	\$10.67	\$18.15
Heavy Match	3	10	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	7	32	\$12.90	**	\$10.63	\$12.00	\$14.49	\$9.92	\$16.41
Highest Pay	7	32	\$17.34	**	\$15.39	\$16.85	\$18.11	\$14.38	\$20.40
<b>Total Compensation</b>									
Receiving / Base Pay	4	8	-	-	-	-	-	-	-
Receiving / Variable Amount	4	8	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	8	-	-	-	-	-	-	-
Receiving / Variable + Base	4	8	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	53	\$13.65	\$15.03	\$11.48	\$14.05	\$14.96	\$10.62	\$16.72
Combined / Variable + Base	14	61	\$14.75	\$15.51	\$13.53	\$14.67	\$16.34	\$10.71	\$18.07

### 1.13: Receptionist/Telephone Operator

Receives visitors, secures identification, announces and directs them to the proper office. Operates telephone console, receives and connects incoming calls. Answers general requests for information. Performs general secretarial duties. Entry level business support. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close supervision on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	33	109	\$14.84	\$14.40	\$13.02	\$14.90	\$17.00	\$11.36	\$17.97
<b>Geographic Area</b>									
Portland Metro	15	38	\$14.86	\$14.54	\$11.87	\$15.00	\$17.44	\$11.06	\$18.32
Mid-Willamette	16	69	\$14.87	\$14.31	\$13.80	\$14.87	\$16.11	\$12.51	\$17.53
- Total Willamette	31	107	\$14.86	\$14.39	\$13.10	\$14.90	\$16.94	\$11.33	\$18.01
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	5	7	\$13.76	\$13.99	\$13.18	\$14.00	\$15.00	\$11.63	\$15.60
25 to 49 Employees	4	6	-	-	-	-	-	-	-
50 to 99 Employees	3	5	-	-	-	-	-	-	-
100 to 249 Employees	11	45	\$14.87	\$14.12	\$12.51	\$14.90	\$16.24	\$11.91	\$17.70
250+ Employees	10	46	\$15.66	\$14.85	\$14.79	\$16.30	\$17.24	\$13.26	\$17.86
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	4	6	-	-	-	-	-	-	-
\$3 to \$4.9 million	6	11	\$13.02	\$13.15	\$11.69	\$13.12	\$14.58	\$11.05	\$14.89
\$5 to \$9.9 million	4	10	-	-	-	-	-	-	-
\$10 to \$24.9 million	11	45	\$15.78	\$13.66	\$13.69	\$16.70	\$17.86	\$11.99	\$18.61
Over \$25 million	8	37	\$16.28	\$16.34	\$15.23	\$16.46	\$17.32	\$14.48	\$18.01
<b>Industry</b>									
Child Care / Child Welfare	2	4	-	-	-	-	-	-	-
Community / Economic Development	4	16	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Elder Care	2	8	-	-	-	-	-	-	-
Food Bank / Food Service	1	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	10	52	\$16.56	\$15.07	\$15.12	\$16.35	\$17.59	\$14.66	\$18.78
Housing / Shelter	1	2	-	-	-	-	-	-	-
Municipality	1	2	-	-	-	-	-	-	-
Professional Association	2	3	-	-	-	-	-	-	-
Religious	2	2	-	-	-	-	-	-	-
Social Services	4	14	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	29	93	\$14.76	\$14.50	\$12.24	\$14.84	\$17.17	\$11.24	\$18.11
Heavy Match	3	14	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	18	52	\$12.54	**	\$11.90	\$12.63	\$13.62	\$10.57	\$14.11
Highest Pay	18	52	\$16.07	**	\$14.40	\$16.47	\$17.37	\$13.37	\$19.08
<b>Total Compensation</b>									
Receiving / Base Pay	3	16	-	-	-	-	-	-	-
Receiving / Variable Amount	3	16	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	16	-	-	-	-	-	-	-
Receiving / Variable + Base	3	16	-	-	-	-	-	-	-
Not Receiving / Base Pay	30	93	\$14.80	\$14.44	\$12.48	\$14.95	\$16.92	\$11.29	\$17.81
Combined / Variable + Base	33	109	\$14.89	\$14.50	\$13.18	\$14.90	\$17.00	\$11.36	\$17.97

### 1.14: General Counsel

Carries out legal activities of the organization including legal support of operations, drafting and reviewing agreements, researching and drafting policies, advising management, providing legal representation in civil activities and preparation for litigation. Participates in negotiations on behalf of the organization and represents the organization in litigation. Works independently on assigned projects and provides direction to staff. Typically requires law degree, admission to the Bar and 4-6 years of professional experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	8	12	\$117,185	\$110,758	\$85,842	\$110,905	\$130,811	\$84,100	\$153,062
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	4	8	-	-	-	-	-	-	-
- Total Willamette	7	11	\$117,354	\$110,281	\$85,562	\$105,810	\$131,623	\$83,800	\$159,668
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	2	5	-	-	-	-	-	-	-
250+ Employees	4	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	5	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	3	-	-	-	-	-	-	-
Education / School / Research	2	5	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	2	2	-	-	-	-	-	-	-
Heavy Match	5	9	\$126,134	\$113,587	\$86,123	\$130,000	\$133,245	\$83,649	\$172,879
<b>Range of Pay</b>									
Lowest Pay	3	7	-	**	-	-	-	-	-
Highest Pay	3	7	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	8	12	\$117,187	\$110,758	\$85,842	\$110,905	\$130,811	\$84,100	\$153,062
Combined / Variable + Base	8	12	\$117,187	\$110,758	\$85,842	\$110,905	\$130,811	\$84,100	\$153,062

### 1.15: Project Manager

Manages designated business operations projects having significant business unit impact. Creates and maintains project plans, manages changes in tasks and goals and assigns resources to projects. Participates in development of requirements and specifications and contract finalization. Provides work direction to individuals supporting a project. Do not report IT project managers or individuals managing construction projects. Intermediate level professional. Applies broadening technical and organizational knowledge to semi-complex tasks. Receives general supervision and exercises growing independent judgement. Typically requires a Bachelor's Degree and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	12	20	\$60,788	\$66,601	\$49,895	\$60,638	\$66,802	\$43,500	\$74,972
<b>Geographic Area</b>									
Portland Metro	3	4	-	-	-	-	-	-	-
Mid-Willamette	5	10	\$59,561	\$68,416	\$43,000	\$50,526	\$65,829	\$38,800	\$87,802
- Total Willamette	8	14	\$61,578	\$67,434	\$48,645	\$62,550	\$66,802	\$40,900	\$79,540
Surrounding Areas	4	6	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	10	15	\$55,729	\$56,833	\$48,632	\$56,000	\$64,144	\$42,300	\$66,802
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	5	9	\$55,166	\$56,216	\$43,000	\$60,000	\$61,275	\$38,800	\$69,843
\$1 to \$2.9 million	3	4	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	4	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	2	6	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	4	7	-	-	-	-	-	-	-
Social Services	2	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	10	15	\$57,501	\$58,015	\$48,632	\$60,638	\$65,647	\$42,300	\$70,305
Heavy Match	2	5	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	6	-	**	-	-	-	-	-
Highest Pay	4	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	11	19	\$61,587	\$67,369	\$49,263	\$61,275	\$67,775	\$43,000	\$75,556
Combined / Variable + Base	12	20	\$60,812	\$66,616	\$49,895	\$60,638	\$66,802	\$43,500	\$74,972



### 1.16: Project Coordinator

Coordinates activities and resources for projects that impact multiple departments or for multiple projects. Coordinates meetings, travel arrangements and expense reports. Develops and maintains detailed project schedules, including all tasks involved in the project. Entry level professional. Typically requires a Bachelor's Degree and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	11	23	\$19.05	\$21.84	\$16.67	\$18.00	\$18.63	\$15.80	\$25.24
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	8	20	\$19.58	\$22.48	\$16.84	\$17.65	\$20.01	\$15.87	\$26.60
- Total Willamette	11	23	\$19.05	\$21.84	\$16.67	\$18.00	\$18.63	\$15.80	\$25.24
<b>Employment Size</b>									
1 to 24 Employees	8	12	\$17.19	\$16.77	\$16.21	\$17.65	\$18.09	\$15.49	\$18.49
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	3	-	-	-	-	-	-	-
250+ Employees	1	7	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	5	5	\$17.42	\$17.42	\$17.00	\$17.31	\$18.00	\$16.28	\$18.60
\$3 to \$4.9 million	2	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	3	-	-	-	-	-	-	-
Over \$25 million	1	7	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	8	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	3	-	-	-	-	-	-	-
Professional Association	3	3	-	-	-	-	-	-	-
Religious	1	4	-	-	-	-	-	-	-
Social Services	4	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	8	20	\$19.44	\$22.42	\$16.21	\$17.67	\$20.01	\$15.49	\$26.60
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	5	11	\$15.68	**	\$13.50	\$14.00	\$16.83	\$13.48	\$19.09
Highest Pay	5	11	\$20.48	**	\$17.50	\$18.50	\$19.23	\$17.38	\$25.62
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	22	\$19.15	\$22.01	\$16.51	\$17.67	\$18.82	\$15.70	\$25.69
Combined / Variable + Base	11	23	\$19.09	\$21.86	\$16.67	\$18.03	\$18.74	\$15.80	\$25.24

### 1.17: Data Analyst

Develops programs, methodologies, and files for analyzing and presenting data. Imports, cleans and validates data using databases. Presents conclusions in charts, graphs or spreadsheets. Provides accurate and appropriate interpretation of data. Entry level professional. Learns to apply knowledge and skills acquired through a formal degree or certification program. Work is routine requiring close supervision. Typically requires a Bachelor's Degree and 0-2 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	14	\$23.64	\$28.84	\$17.09	\$18.26	\$29.57	\$15.72	\$36.94
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	4	12	-	-	-	-	-	-	-
- Total Willamette	5	13	\$21.76	\$28.52	\$17.02	\$17.32	\$19.20	\$15.46	\$32.20
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	6	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	2	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	6	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	6	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	6	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	4	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	12	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	9	-	**	-	-	-	-	-
Highest Pay	4	9	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	14	\$23.64	\$28.84	\$17.09	\$18.26	\$29.57	\$15.72	\$36.94
Combined / Variable + Base	6	14	\$23.64	\$28.84	\$17.09	\$18.26	\$29.57	\$15.72	\$36.94

### 1.19: Data Entry Operator

Input numerical and text based data from source document into a computer database. Compile, verify and sort source data. Review for data deficiency and errors. Entry level business support. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close supervision on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	7	\$18.56	\$19.31	\$17.63	\$18.50	\$19.03	\$15.75	\$21.43
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	4	-	-	-	-	-	-	-
- Total Willamette	5	6	\$18.67	\$19.53	\$17.50	\$19.00	\$19.04	\$15.40	\$21.91
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	1	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	3	-	-	-	-	-	-	-
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	4	-	-	-	-	-	-	-
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	7	\$18.56	\$19.31	\$17.63	\$18.50	\$19.03	\$15.75	\$21.43
Combined / Variable + Base	6	7	\$18.56	\$19.31	\$17.63	\$18.50	\$19.03	\$15.75	\$21.43

## 2.01: Communications Director

Responsible for advocacy program, marketing and community organizing activities. Directs media and public relations. Manages media partnerships. Acts as the organization spokesperson for community outreach efforts, the media and special events. Other Titles: Marketing Director, Associate Director of Public Policy, Associate Vice President Public Affairs, Director of Community Outreach, Director of Design, Public Information Officer.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	14	15	\$90,228	\$89,513	\$74,734	\$82,250	\$111,294	\$63,006	\$124,698
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	10	11	\$97,319	\$95,699	\$77,625	\$102,500	\$117,427	\$72,129	\$127,250
- Total Willamette	13	14	\$90,630	\$89,835	\$74,645	\$79,500	\$111,726	\$62,006	\$125,466
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	6	7	\$86,720	\$85,688	\$71,250	\$77,250	\$109,371	\$59,745	\$123,164
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	3	3	-	-	-	-	-	-	-
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	4	4	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	3	3	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Housing / Shelter	2	2	-	-	-	-	-	-	-
Municipality	3	4	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	13	14	\$91,400	\$90,550	\$74,645	\$85,000	\$111,726	\$62,006	\$125,466
<b>Range of Pay</b>									
Lowest Pay	3	4	-	**	-	-	-	-	-
Highest Pay	3	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	13	\$90,558	\$89,708	\$74,911	\$82,250	\$110,431	\$70,465	\$118,568
Combined / Variable + Base	14	15	\$90,620	\$89,880	\$74,734	\$82,250	\$111,294	\$63,006	\$126,447

## 2.02: Public Relations Manager

Responsible for planning and producing all publicity, advertising, marketing and promotion, develops and manages budgets for marketing activities. Supervises Assistants and/ Marketing Coordinators. Other Title: Public Relations Coordinator.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	6	\$63,434	\$63,434	\$47,496	\$53,878	\$81,000	\$47,104	\$89,320
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	6	6	\$63,434	\$63,434	\$47,496	\$53,878	\$81,000	\$47,104	\$89,320
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	4	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	4	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	6	\$63,437	\$63,437	\$47,496	\$53,878	\$81,000	\$47,104	\$89,320
Combined / Variable + Base	6	6	\$63,437	\$63,437	\$47,496	\$53,878	\$81,000	\$47,104	\$89,320

### 2.03: Business Development Manager

Develops and evaluates major business collaboration opportunities for the organization. Identifies and generates prospects through strategic sales strategies focusing on customers in target markets. Maintains good working relationships with existing clients and generates new sales through referrals and references. Interacts with a broad spectrum of contacts inside and outside of the organization. Typically requires a Bachelor's' degree and 6+ years of professional experience, or equivalent. May supervise Business Development Associates.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	5	\$79,857	\$79,857	\$68,250	\$78,000	\$90,300	\$58,080	\$102,982
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	5	5	\$79,857	\$79,857	\$68,250	\$78,000	\$90,300	\$58,080	\$102,982
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	3	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	2	2	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	5	\$79,855	\$79,855	\$68,250	\$78,000	\$90,300	\$58,080	\$102,982
Combined / Variable + Base	5	5	\$79,855	\$79,855	\$68,250	\$78,000	\$90,300	\$58,080	\$102,982

## 2.04: Marketing Manager

Manages marketing activities to promote products and services. Develops marketing strategy based on knowledge of business objectives, market characteristics and cost factors. Evaluate the financial aspects of product development. Develops pricing strategies, balancing firm objectives and customer satisfaction. Initiates market research studies. Uses sales forecasting and strategic planning to ensure the sale and profitability of product lines and services. Hires, trains and evaluates the performance of marketing staff and oversees their daily activities. Typically requires a Bachelor's Degree and minimum 8 years of experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	6	\$72,417	\$72,417	\$60,000	\$75,553	\$77,842	\$47,489	\$94,211
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	5	5	\$71,680	\$71,680	\$55,000	\$75,000	\$78,421	\$45,987	\$97,368
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	5	\$64,901	\$64,901	\$55,000	\$75,000	\$76,106	\$45,987	\$77,495
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	4	-	**	-	-	-	-	-
Highest Pay	4	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	6	\$72,415	\$72,415	\$60,000	\$75,553	\$77,842	\$47,489	\$94,211
Combined / Variable + Base	6	6	\$72,415	\$72,415	\$60,000	\$75,553	\$77,842	\$47,489	\$94,211

## 2.05: Public Relations Coordinator

Responsible for assisting with the preparation of all printed materials, media relations, and internal communications.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	5	\$47,033	\$47,033	\$36,700	\$42,000	\$56,650	\$36,580	\$60,649
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	5	5	\$47,033	\$47,033	\$36,700	\$42,000	\$56,650	\$36,580	\$60,649
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	4	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	5	\$47,033	\$47,033	\$36,700	\$42,000	\$56,650	\$36,580	\$60,649
Combined / Variable + Base	5	5	\$47,033	\$47,033	\$36,700	\$42,000	\$56,650	\$36,580	\$60,649



## 2.07: Outreach Coordinator

Evaluates needs of general public and community groups. Represents organization in a variety of public settings to increase awareness. Organizes fundraisers, media events and other services. Typically requires a Bachelor's Degree in social services or related field and 0-2 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	5	\$17.20	\$17.20	\$16.00	\$17.31	\$17.55	\$15.76	\$18.75
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$17.23	\$17.23	\$16.00	\$17.31	\$17.55	\$15.76	\$18.84

## 2.08: Group Sales Coordinator

Cultivates group ticket sales by working with companies and organizations in the planning and promotion of group events. Makes phone calls to prospects, sets appointments, and hosts tours. Typically requires High School Diploma or GED and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	8	15	\$20.60	\$17.69	\$13.35	\$21.72	\$24.80	\$12.31	\$28.52
<b>Geographic Area</b>									
Portland Metro	3	9	-	-	-	-	-	-	-
Mid-Willamette	5	6	\$23.19	\$22.57	\$19.47	\$23.96	\$26.52	\$15.48	\$30.51
- Total Willamette	8	15	\$20.60	\$17.69	\$13.35	\$21.72	\$24.80	\$12.31	\$28.52
<b>Employment Size</b>									
1 to 24 Employees	4	5	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	8	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	3	4	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	1	7	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	7	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Municipality	2	2	-	-	-	-	-	-	-
Professional Association	2	3	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	3	10	-	-	-	-	-	-	-
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	10	-	**	-	-	-	-	-
Highest Pay	3	10	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	12	\$22.08	\$22.51	\$16.13	\$24.09	\$25.95	\$12.31	\$29.85
Combined / Variable + Base	8	15	\$22.22	\$19.39	\$13.47	\$24.09	\$27.88	\$12.64	\$32.33

## 2.09: Graphic Artist/Specialist

Responsible for the layout of materials for publishing using desktop publishing equipment and software. Uses technical knowledge to further the mission statement of the organization. Works with scanning equipment and plans presentation materials for events or brochures and advertisements. Other Titles: Associate Art Director, Graphic Designer.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	7	10	\$21.90	\$20.98	\$19.62	\$20.24	\$23.83	\$18.45	\$27.88
<b>Geographic Area</b>									
Portland Metro	3	4	-	-	-	-	-	-	-
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	6	9	\$20.74	\$20.10	\$19.42	\$20.12	\$20.39	\$18.26	\$23.83
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
25 to 49 Employees	3	5	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	2	-	-	-	-	-	-	-
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	3	4	-	-	-	-	-	-	-
Professional Association	2	3	-	-	-	-	-	-	-
Religious	1	2	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	3	4	-	-	-	-	-	-	-
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	7	10	\$21.90	\$20.98	\$19.62	\$20.24	\$23.83	\$18.45	\$27.88
Combined / Variable + Base	7	10	\$21.90	\$20.98	\$19.62	\$20.24	\$23.83	\$18.45	\$27.88

## 2.10: Editor

Oversees the development, writing, and editing of material for organization's publications. Ensures that all materials meet established standards as to appearance and content. Obtains cost estimates and collaborates in the selection of illustrators and printers and approves their work. Typically requires a Master's Degree in journalism or communications and 2-4 years of experience, or equivalent. May direct the work of writers.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	9	11	\$65,686	\$65,925	\$43,680	\$67,000	\$84,571	\$38,384	\$90,249
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	8	10	\$69,087	\$68,670	\$56,920	\$70,500	\$85,690	\$41,976	\$90,852
- Total Willamette	9	11	\$65,686	\$65,925	\$43,680	\$67,000	\$84,571	\$38,384	\$90,249
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	2	4	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	2	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	4	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	4	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	3	5	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	6	-	-	-	-	-	-	-
Heavy Match	4	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	9	11	\$65,689	\$65,925	\$43,680	\$67,000	\$84,571	\$38,384	\$90,249
Combined / Variable + Base	9	11	\$65,689	\$65,925	\$43,680	\$67,000	\$84,571	\$38,384	\$90,249

## 2.11: Communications Specialist

Works under general supervision. Communicates organization goals to the media. Develops and implements strategies for increasing public visibility. Establishes and enforces editorial and graphic guidelines. Develops procedures for responding to media information requests. Responds to information requests from existing and potential donors. Typically requires completion of a Bachelor's Degree.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	8	8	\$25.66	\$25.66	\$17.80	\$26.90	\$31.93	\$16.54	\$35.21
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	7	7	\$24.30	\$24.30	\$17.60	\$26.48	\$29.08	\$16.32	\$32.60
- Total Willamette	8	8	\$25.66	\$25.66	\$17.80	\$26.90	\$31.93	\$16.54	\$35.21
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	7	7	\$26.87	\$26.87	\$22.24	\$27.32	\$33.01	\$16.80	\$35.21
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	5	5	\$26.97	\$26.97	\$26.48	\$27.32	\$30.84	\$19.59	\$33.45
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	3	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	5	\$27.57	\$27.57	\$26.48	\$27.32	\$30.84	\$21.39	\$33.45
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	7	\$24.30	\$24.30	\$17.60	\$26.48	\$29.08	\$16.32	\$32.60
Combined / Variable + Base	8	8	\$25.78	\$25.78	\$17.80	\$26.90	\$31.94	\$16.54	\$35.51

## 2.12: Marketing Coordinator

Markets products by implementing marketing and advertising campaigns, maintaining promotional materials inventory, planning meetings, maintaining databases, and preparing reports. Receives project direction from senior staff and may spend the majority of time working on assigned segments of a project.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	7	7	\$21.84	\$21.84	\$17.14	\$19.81	\$26.48	\$15.50	\$30.73
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	7	7	\$21.84	\$21.84	\$17.14	\$19.81	\$26.48	\$15.50	\$30.73
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	7	7	\$21.84	\$21.84	\$17.14	\$19.81	\$26.48	\$15.50	\$30.73
Combined / Variable + Base	7	7	\$21.84	\$21.84	\$17.14	\$19.81	\$26.48	\$15.50	\$30.73

### 2.13: Social Media Specialist

Manages and executes an organization's social media strategy. Evaluates, manages, and contributes to a variety of social media channels in an effort to achieve company objectives while ensuring a consistent marketing message and strengthening the company's position in the market. Typically requires a Bachelor's Degree and 2-4 years of professional experience, or equivalent.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	5	\$21.98	\$21.98	\$18.72	\$18.75	\$25.00	\$16.49	\$29.46
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	1	1	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$23.14	\$23.14	\$18.72	\$24.52	\$25.00	\$16.49	\$29.46

## 2.15: Marketing Generalist

Performs a diverse set of activities, including marketing research, analysis, advertising materials development, direct mail, website content development, organization of product expositions, exhibiting at trade fairs and conventions, proposal development and preparation of reports to assist with decision making. Works under limited supervision and has total project responsibility. May provide training and direction to support staff. Typically requires a Bachelor's Degree and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	8	\$52,617	\$52,837	\$47,183	\$48,250	\$52,375	\$46,450	\$63,150
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Areas	2	4	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	3	5	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	1	3	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	3	5	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	4	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	4	-	**	-	-	-	-	-
Highest Pay	2	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	8	\$52,617	\$52,837	\$47,183	\$48,250	\$52,375	\$46,450	\$63,150
Combined / Variable + Base	6	8	\$52,617	\$52,837	\$47,183	\$48,250	\$52,375	\$46,450	\$63,150



## 2.18: Customer Service Representative II

Provides customer service and support to customers of an organization. Typically handle service orders, responds to customer inquiries, and telephone complaints of customers. Does not include Technical Support. Intermediate level customer support representative. Typically requires 2-4 years experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	23	\$19.50	\$19.58	\$18.46	\$19.23	\$20.50	\$18.33	\$20.83
<b>Geographic Area</b>									
Portland Metro	3	4	-	-	-	-	-	-	-
Mid-Willamette	2	19	-	-	-	-	-	-	-
- Total Willamette	5	23	\$19.50	\$19.58	\$18.46	\$19.23	\$20.50	\$18.33	\$20.83
<b>Employment Size</b>									
1 to 24 Employees	3	4	-	-	-	-	-	-	-
100 to 249 Employees	1	5	-	-	-	-	-	-	-
250+ Employees	1	14	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
Over \$25 million	2	19	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	15	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Municipality	2	7	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	5	-	-	-	-	-	-	-
Good Match	3	17	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	8	-	**	-	-	-	-	-
Highest Pay	3	8	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	23	\$19.50	\$19.58	\$18.46	\$19.23	\$20.50	\$18.33	\$20.83
Combined / Variable + Base	5	23	\$19.50	\$19.58	\$18.46	\$19.23	\$20.50	\$18.33	\$20.83

## 2.19: Customer Service Representative III

Provides customer service and support to customers of an organization. Typically handle service orders, responds to customer inquiries, and telephone complaints of customers. Does not include Technical Support. Senior level customer support representative. May handle more complex or escalated customer support. Typically requires 4-6 years experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	10	\$22.34	\$22.36	\$22.02	\$24.04	\$24.57	\$18.50	\$24.77
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	8	-	-	-	-	-	-	-
- Total Willamette	5	10	\$22.34	\$22.36	\$22.02	\$24.04	\$24.57	\$18.50	\$24.77
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	6	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	6	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	3	8	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	8	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	9	-	-	-	-	-	-	-
Combined / Variable + Base	5	10	\$22.48	\$22.52	\$22.02	\$24.04	\$24.57	\$18.93	\$24.77

## 2.20: Director of Sales

Directs the operational functioning of organization-wide sales operations. Includes both internal and external aspects of new sales and retention of existing accounts. Sets the sell-over strategy and ensures the successful account implementation in all market segments and regions. Typically has subordinate managers. Assists the executive team with critical strategic/tactical projects involving sales team. First or second level of sales within an organization, may have subordinate managers reporting to this position. Typically requires a Bachelor's Degree with at least 8 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	8	11	\$85,242	\$83,301	\$69,711	\$79,062	\$99,750	\$49,300	\$127,560
<b>Geographic Area</b>									
Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	6	9	\$81,221	\$80,188	\$60,781	\$79,062	\$89,750	\$45,500	\$119,100
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	2	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	6	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	2	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	4	-	-	-	-	-	-	-
Professional Association	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	6	9	\$94,323	\$88,923	\$75,492	\$85,562	\$113,250	\$64,807	\$132,600
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	10	\$84,133	\$82,331	\$64,807	\$78,124	\$100,000	\$47,400	\$130,080
Combined / Variable + Base	8	11	\$85,992	\$83,846	\$69,711	\$79,062	\$104,250	\$49,300	\$127,560

### 3.05: Retail Manager

Oversees store operations and staff. Manages the selection, training and development of retail employees. Resolves escalated customer complaints and issues. Ensures monthly sales quota are met. Monitors and prioritizes workflow and schedules. Typically requires an Bachelor's Degree and 3 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	15	\$43,755	\$46,636	\$30,160	\$42,269	\$45,053	\$26,464	\$64,396
<b>Geographic Area</b>									
Portland Metro	3	13	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	4	14	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	12	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	13	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	12	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	14	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	11	-	**	-	-	-	-	-
Highest Pay	1	11	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	11	-	-	-	-	-	-	-
Receiving / Variable Amount	1	11	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	11	-	-	-	-	-	-	-
Receiving / Variable + Base	1	11	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	15	\$43,955	\$46,719	\$30,160	\$42,269	\$45,053	\$27,064	\$64,396

#### 4.01: Information Technology (IT) Director

Directs all corporate information technology activities for the organization. Develops policies, procedures, technical standards, methods, and schedules. Oversees the strategic relationship between information technology and other departments. Researches developments in information technology and computer hardware and software for the formulation of plans to acquire and implement new equipment and applications. Advises on information technology plans, projects, performance and related matters. Provides direction for IS Managers in organizations with multiple locations. Typically reports to the Chief Information Officer in large organizations. In small and mid-sized organizations this may be the top IT position, reporting to an executive.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	10	10	\$99,241	\$99,241	\$82,975	\$103,606	\$120,150	\$59,775	\$129,749
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	6	6	\$97,798	\$97,798	\$64,924	\$102,349	\$128,107	\$58,875	\$132,171
- Total Willamette	9	9	\$98,535	\$98,535	\$79,697	\$103,171	\$125,000	\$59,550	\$130,354
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	5	5	\$103,236	\$103,236	\$92,810	\$103,171	\$125,000	\$73,124	\$131,120
<b>Annual Operating Budget</b>									
\$10 to \$24.9 million	5	5	\$86,126	\$86,126	\$60,000	\$79,697	\$104,041	\$58,650	\$119,102
Over \$25 million	5	5	\$112,356	\$112,356	\$103,171	\$105,600	\$125,000	\$96,954	\$131,120
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	7	7	\$95,794	\$95,794	\$69,849	\$103,171	\$117,371	\$59,100	\$131,566
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	10	10	\$99,243	\$99,243	\$82,975	\$103,606	\$120,150	\$59,775	\$129,749
Combined / Variable + Base	10	10	\$99,243	\$99,243	\$82,975	\$103,606	\$120,150	\$59,775	\$129,749

#### 4.02: Information Technology (IT) Manager

Directs, plans, coordinates, and manages all information systems activities at the business unit or corporate level. Establishes technical standards, project priorities, and company objectives. Prepares budget recommendations. Provides advice and counsel to top management personnel on information technology matters. Manages first-line and exempt supervisors and information systems staff. Typically reports to the IT Director or Executive in larger organizations. In small and mid-sized organizations, this may be the top IT position reporting to an executive.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	13	14	\$81,047	\$83,544	\$63,500	\$80,537	\$99,470	\$47,840	\$113,100
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	9	10	\$82,007	\$85,406	\$63,500	\$75,644	\$101,500	\$46,240	\$116,342
- Total Willamette	13	14	\$81,047	\$83,544	\$63,500	\$80,537	\$99,470	\$47,840	\$113,100
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	2	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	5	5	\$88,351	\$88,351	\$80,537	\$98,010	\$101,500	\$58,615	\$111,225
250+ Employees	4	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	8	8	\$81,150	\$81,150	\$68,433	\$82,769	\$98,882	\$45,960	\$106,363
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	7	7	\$83,386	\$83,386	\$69,572	\$80,537	\$99,755	\$56,820	\$107,984
Professional Association	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	6	\$98,765	\$101,637	\$85,000	\$99,470	\$116,000	\$79,387	\$117,025
Good Match	6	6	\$64,141	\$64,141	\$48,100	\$57,750	\$76,278	\$45,400	\$89,273
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	11	12	\$75,856	\$79,200	\$57,750	\$75,644	\$91,505	\$46,800	\$99,470
Combined / Variable + Base	13	14	\$82,115	\$84,534	\$63,500	\$80,537	\$99,470	\$47,840	\$113,540

#### 4.04: Network Systems Manager

Manages the acquisition, installation, and maintenance of the organization's local area networks and wide area networks. Selects hardware, software vendors. Configures and problem solves network problems. Manages network team and creates troubleshooting and maintenance protocols. Manages LAN/WAN performance and security Manager Level. Makes final decision on administrative and operations matters. Actions directly impact department performance. Reports to Director or higher in smaller organizations.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	11	22	\$73,814	\$76,378	\$58,500	\$67,288	\$86,007	\$51,408	\$102,000
<b>Geographic Area</b>									
Portland Metro	5	9	\$73,053	\$84,735	\$55,000	\$65,354	\$82,014	\$49,742	\$102,802
Mid-Willamette	6	13	\$74,447	\$74,925	\$63,322	\$70,638	\$85,997	\$56,704	\$96,000
- Total Willamette	11	22	\$73,814	\$76,378	\$58,500	\$67,288	\$86,007	\$51,408	\$102,000
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	3	12	-	-	-	-	-	-	-
250+ Employees	4	6	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	4	-	-	-	-	-	-	-
Over \$25 million	5	14	\$82,269	\$83,058	\$67,288	\$73,989	\$102,000	\$57,760	\$110,797
<b>Industry</b>									
Education / School / Research	4	4	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	6	-	-	-	-	-	-	-
Municipality	1	8	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	10	-	-	-	-	-	-	-
Good Match	5	9	\$77,933	\$87,446	\$62,000	\$73,989	\$82,014	\$57,800	\$102,802
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	11	-	**	-	-	-	-	-
Highest Pay	4	11	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	19	\$69,530	\$70,017	\$56,750	\$66,321	\$80,008	\$50,891	\$91,200
Combined / Variable + Base	11	22	\$74,088	\$76,787	\$58,500	\$67,288	\$86,007	\$51,408	\$102,000

#### 4.05: Database Administrator

Designs database applications to specifications provided. Tests, corrects, monitors, and updates developed applications. Evaluates database performance. Tunes and reorganizes databases as needed. Sets up back-up and recovery procedures for databases. Controls access to data in physical database designs for both privacy and security. Intermediate level professional. Applies developing knowledge and skills to a range of semi-complex tasks. Receives minimal direct supervision. Actively contributes to team and handles escalation calls. Typically requires a Bachelor's Degree and 2-4 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	9	16	\$70,188	\$75,663	\$45,000	\$68,724	\$88,827	\$43,960	\$94,171
<b>Geographic Area</b>									
Portland Metro	3	8	-	-	-	-	-	-	-
Mid-Willamette	6	8	\$75,322	\$78,049	\$65,080	\$73,819	\$86,349	\$53,433	\$98,714
- Total Willamette	9	16	\$70,188	\$75,663	\$45,000	\$68,724	\$88,827	\$43,960	\$94,171
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	5	11	\$84,116	\$86,846	\$68,724	\$88,827	\$90,564	\$65,809	\$101,386
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	5	11	\$84,116	\$86,846	\$68,724	\$88,827	\$90,564	\$65,809	\$101,386
<b>Industry</b>									
Child Care / Child Welfare	2	2	-	-	-	-	-	-	-
Education / School / Research	3	5	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	7	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	8	14	\$65,387	\$70,958	\$44,800	\$66,295	\$81,392	\$43,840	\$89,348
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	4	-	**	-	-	-	-	-
Highest Pay	3	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable Amount	1	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable + Base	1	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	11	\$67,639	\$68,890	\$44,800	\$66,295	\$81,392	\$43,840	\$94,759
Combined / Variable + Base	9	16	\$70,463	\$76,445	\$45,000	\$68,724	\$88,827	\$43,960	\$96,171



#### 4.06: Network Administrator

Maintains and administers computer network infrastructure. Performs data backups and disaster recovery. Diagnoses, troubleshoots and resolves hardware, software and other network and system problems. Plans, coordinates, and implements network security measures. Understands multi-protocol systems and has implementation experience with multi-vendor network systems. Trains and provides troubleshooting procedures to helpdesk personnel. Intermediate level Network Administrator. Typically requires a Bachelor's Degree and 2-4 years of professional experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	16	21	\$66,602	\$68,669	\$53,227	\$67,331	\$75,860	\$49,095	\$85,573
<b>Geographic Area</b>									
Portland Metro	5	7	\$67,303	\$73,292	\$55,000	\$64,418	\$75,000	\$54,298	\$82,959
Mid-Willamette	10	13	\$62,353	\$63,339	\$50,617	\$62,495	\$73,295	\$47,356	\$78,884
- Total Willamette	15	20	\$64,003	\$66,822	\$52,624	\$64,418	\$74,642	\$48,844	\$81,104
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	3	5	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	5	6	\$63,836	\$60,363	\$51,418	\$54,746	\$64,418	\$46,367	\$89,127
250+ Employees	6	8	\$72,426	\$76,386	\$70,264	\$72,663	\$80,910	\$59,042	\$85,573
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	6	7	\$59,089	\$56,790	\$49,566	\$59,582	\$68,787	\$45,420	\$72,264
Over \$25 million	5	7	\$80,633	\$82,813	\$75,000	\$82,880	\$88,265	\$60,851	\$98,666
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	9	\$66,108	\$68,464	\$51,984	\$67,331	\$79,721	\$45,420	\$85,573
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	2	2	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	12	14	\$63,693	\$67,203	\$53,227	\$59,709	\$71,494	\$50,457	\$82,092
Heavy Match	3	5	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable Amount	2	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable + Base	2	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	17	\$66,140	\$66,226	\$54,059	\$67,331	\$74,821	\$48,593	\$81,548
Combined / Variable + Base	16	21	\$66,815	\$69,060	\$53,477	\$67,331	\$75,860	\$49,095	\$86,773

#### 4.07: Systems Administrator

Responsible for the installation/configuration, operation and maintenance of systems hardware and software and related infrastructure. Insures system hardware, operating systems, software systems, and operating procedures meet organizational needs. Researches and recommends improvements to the operating system Intermediate Systems Administrator Typically requires a Bachelor's Degree and 2-4 years of professional experience, or equivalent.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	7	\$59,675	\$61,878	\$52,827	\$57,654	\$65,850	\$49,920	\$71,450
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	2	3	-	-	-	-	-	-	-
- Total Willamette	4	5	-	-	-	-	-	-	-
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	2	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	3	4	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	7	\$59,679	\$61,878	\$52,827	\$57,654	\$65,850	\$49,920	\$71,450
Combined / Variable + Base	6	7	\$59,679	\$61,878	\$52,827	\$57,654	\$65,850	\$49,920	\$71,450

#### 4.08: Help Desk Technician

Assists users in resolving problems through discussion and diagnosis. Takes the necessary steps to remedy the problem and refers more complex problems to a higher level. May dispatch computer technicians. Entry production level. Acquires new skills and knowledge to complete routine tasks using clearly defined policies and procedures. Receives close detailed instructions and supervision. High School graduation and 0-2 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	15	27	\$19.87	\$21.30	\$16.00	\$20.45	\$22.87	\$14.93	\$25.72
<b>Geographic Area</b>									
Portland Metro	4	10	-	-	-	-	-	-	-
Mid-Willamette	11	17	\$20.31	\$21.17	\$16.00	\$20.45	\$23.24	\$15.50	\$26.75
- Total Willamette	15	27	\$19.87	\$21.30	\$16.00	\$20.45	\$22.87	\$14.93	\$25.72
<b>Employment Size</b>									
25 to 49 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	4	5	-	-	-	-	-	-	-
250+ Employees	7	18	\$19.86	\$21.55	\$15.75	\$20.45	\$22.87	\$15.12	\$24.76
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	2	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	5	\$17.95	\$17.95	\$16.00	\$16.16	\$18.93	\$15.10	\$22.07
Over \$25 million	6	17	\$20.75	\$22.05	\$16.74	\$21.38	\$23.16	\$15.03	\$25.83
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	2	-	-	-	-	-	-	-
Education / School / Research	4	7	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	11	-	-	-	-	-	-	-
Municipality	1	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	10	22	\$21.27	\$22.26	\$17.23	\$21.46	\$23.99	\$15.86	\$26.90
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	6	8	\$18.83	**	\$15.57	\$19.69	\$22.14	\$13.62	\$23.19
Highest Pay	6	8	\$25.26	**	\$19.50	\$27.94	\$30.62	\$15.92	\$31.90
<b>Total Compensation</b>									
Receiving / Base Pay	1	7	-	-	-	-	-	-	-
Receiving / Variable Amount	1	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	7	-	-	-	-	-	-	-
Receiving / Variable + Base	1	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	20	\$19.62	\$20.56	\$16.00	\$19.69	\$21.88	\$14.84	\$25.98
Combined / Variable + Base	15	27	\$19.91	\$21.45	\$16.00	\$20.45	\$23.16	\$14.93	\$25.72

#### 4.10: Web Developer

Designs, builds and maintains web sites, using scripting languages, content creation tools, management tools, and digital media. Analyzes user needs to implement Web site content, performance, and capacity. Converts written, graphic, audio, and video components to compatible Web formats. Performs or directs web site updates, identifies and corrects problems. Ensures code is properly structured, meets industry standards and is compatible with browsers. Intermediate level professional. Applies developing knowledge and skills to a range of semi-complex tasks. Receives minimal direct supervision. Actively contributes to team and handles escalation calls. Typically requires a Bachelor's Degree and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	6	\$58,321	\$58,321	\$45,345	\$56,327	\$70,798	\$42,563	\$76,073
<b>Geographic Area</b>									
Mid-Willamette	5	5	\$59,585	\$59,585	\$43,126	\$60,653	\$74,179	\$42,450	\$76,452
- Total Willamette	5	5	\$59,585	\$59,585	\$43,126	\$60,653	\$74,179	\$42,450	\$76,452
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	4	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	5	\$61,585	\$61,585	\$52,000	\$60,653	\$74,179	\$46,676	\$76,452
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	6	\$58,316	\$58,316	\$45,345	\$56,327	\$70,798	\$42,563	\$76,073
Combined / Variable + Base	6	6	\$58,316	\$58,316	\$45,345	\$56,327	\$70,798	\$42,563	\$76,073

#### 4.11: Technical Support Specialist

Responsible for installing, repairing and maintaining personal computers and related systems within the organization. Performs all installations, upgrades and backups of software and hardware applications. Troubleshoots software, hardware and communication failures.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	6	\$18.24	\$17.92	\$16.35	\$17.65	\$20.33	\$13.74	\$23.04
<b>Geographic Area</b>									
Mid-Willamette	4	5	-	-	-	-	-	-	-
- Total Willamette	4	5	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
100 to 249 Employees	2	3	-	-	-	-	-	-	-
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$10 to \$24.9 million	2	3	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Social Services	2	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	2	3	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	6	\$18.24	\$17.92	\$16.35	\$17.65	\$20.33	\$13.74	\$23.04
Combined / Variable + Base	5	6	\$18.24	\$17.92	\$16.35	\$17.65	\$20.33	\$13.74	\$23.04

#### 4.12: Computer Technician

Assists with setup, repair and cabling activities relating to computer and network hardware and software. May replace internal boards or components, install drivers, customize system settings, attach peripheral equipment, and troubleshoot user problems. Entry production level. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close detailed instructions and supervision. High School graduation and 0-2 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	9	\$20.74	\$21.27	\$19.38	\$20.67	\$22.16	\$16.46	\$25.09
<b>Geographic Area</b>									
Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	6	9	\$20.74	\$21.27	\$19.38	\$20.67	\$22.16	\$16.46	\$25.09
<b>Employment Size</b>									
100 to 249 Employees	3	3	-	-	-	-	-	-	-
250+ Employees	3	6	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	2	5	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	5	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	5	-	**	-	-	-	-	-
Highest Pay	2	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	8	\$20.56	\$21.23	\$19.27	\$19.71	\$22.34	\$15.90	\$25.64
Combined / Variable + Base	6	9	\$20.80	\$21.31	\$19.38	\$20.83	\$22.24	\$16.46	\$25.09

#### 4.13: Software Engineer

Plans and directs the most technical aspects of highly complex software development programs. Researches, studies and proposes the use of new technologies to be used in the development of new and improved products. Assists with strategic planning from the technical perspective for product line or business group. Principal engineer, software developer or scientific professional. Applies expert technical and organizational knowledge to highly complex tasks. Acts as technical authority in area of specialty and as lead on most assigned projects. Typically requires Bachelor's Degree in engineering, science or math and 6-8 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	14	\$74,253	\$82,323	\$67,907	\$77,814	\$82,174	\$57,580	\$87,366
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	4	12	-	-	-	-	-	-	-
- Total Willamette	6	14	\$74,253	\$82,323	\$67,907	\$77,814	\$82,174	\$57,580	\$87,366
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	8	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	2	8	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	8	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	4	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	12	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	3	-	**	-	-	-	-	-
Highest Pay	1	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	13	\$76,107	\$75,651	\$76,629	\$79,000	\$83,232	\$60,747	\$88,193
Combined / Variable + Base	6	14	\$74,506	\$82,430	\$69,032	\$77,814	\$82,174	\$58,330	\$87,366

### 5.01: Development Director

Top fundraising/development position. Leads all fundraising strategies and activities for the organization including annual and capital campaigns, planned giving, endowment, corporate/foundation and grants programs. Manages development staff. Establishes and maintains contact with potential financial supporters including private and public organizations. Identifies potential grant opportunities and oversees preparation of grant proposals. Typically requires a Bachelor's Degree and 6+ years of experience, or equivalent. Other Titles: Vice President Development; Community Development Director.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	26	27	\$89,007	\$87,951	\$62,857	\$76,687	\$105,075	\$57,000	\$130,436
<b>Geographic Area</b>									
Portland Metro	9	9	\$79,619	\$79,619	\$68,000	\$75,000	\$94,737	\$48,593	\$109,835
Mid-Willamette	15	16	\$93,700	\$91,625	\$63,571	\$78,374	\$110,828	\$61,100	\$158,120
- Total Willamette	24	25	\$88,420	\$87,303	\$64,286	\$76,687	\$105,025	\$55,950	\$127,641
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	9	9	\$71,534	\$71,534	\$62,000	\$68,000	\$75,000	\$48,593	\$99,875
25 to 49 Employees	4	5	-	-	-	-	-	-	-
50 to 99 Employees	5	5	\$100,210	\$100,210	\$70,000	\$81,952	\$105,100	\$64,000	\$152,440
100 to 249 Employees	5	5	\$98,603	\$98,603	\$65,000	\$105,000	\$128,773	\$63,285	\$130,769
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	3	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	5	6	\$72,815	\$70,763	\$60,500	\$62,000	\$75,000	\$54,152	\$99,994
\$3 to \$4.9 million	6	6	\$74,530	\$74,530	\$65,750	\$74,976	\$83,106	\$59,500	\$89,114
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	6	6	\$108,336	\$108,336	\$75,000	\$105,050	\$122,855	\$63,571	\$156,386
Over \$25 million	5	5	\$115,135	\$115,135	\$78,374	\$125,000	\$132,100	\$67,350	\$160,960
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	6	6	\$109,374	\$109,374	\$80,170	\$100,340	\$125,325	\$71,633	\$156,150
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	6	\$91,428	\$91,428	\$62,036	\$89,399	\$122,914	\$58,000	\$126,886
Housing / Shelter	1	1	-	-	-	-	-	-	-
Religious	3	3	-	-	-	-	-	-	-
Social Services	6	7	\$68,088	\$67,004	\$60,125	\$62,750	\$75,030	\$54,960	\$86,555
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	18	19	\$84,773	\$83,496	\$60,875	\$69,133	\$102,745	\$52,776	\$126,132
Heavy Match	7	7	\$103,731	\$103,731	\$80,163	\$83,491	\$118,550	\$73,024	\$151,340
<b>Range of Pay</b>									
Lowest Pay	5	5	\$65,591	**	\$50,000	\$52,754	\$56,220	\$47,830	\$96,041
Highest Pay	5	5	\$98,575	**	\$70,000	\$73,201	\$90,000	\$69,808	\$150,007
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	25	26	\$87,283	\$86,253	\$62,142	\$75,000	\$105,000	\$56,400	\$127,264
Combined / Variable + Base	26	27	\$89,392	\$88,321	\$62,857	\$76,687	\$105,075	\$57,000	\$135,436



## 5.02: Development Manager

Develops fundraising strategy and sets priorities, goals and budgets; researches and identifies potential donors. Cultivates potential donors and communicates with current donors; writes grant proposals and prepares presentations to potential donors and key stakeholders. May supervise support staff or be an individual contributor in smaller organizations. Typically requires a Bachelor's Degree in marketing, public relations or an industry specific to the organization.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	8	11	\$67,597	\$71,705	\$45,600	\$51,920	\$84,135	\$39,989	\$102,468
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	4	7	-	-	-	-	-	-	-
- Total Willamette	6	9	\$68,240	\$73,046	\$44,460	\$51,920	\$76,000	\$38,649	\$114,150
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	3	-	-	-	-	-	-	-
Over \$25 million	2	3	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	3	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	3	-	-	-	-	-	-	-
Housing / Shelter	2	2	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	6	8	\$52,080	\$52,020	\$43,200	\$49,320	\$51,960	\$38,649	\$68,270
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Not Receiving / Base Pay	8	11	\$67,595	\$71,705	\$45,600	\$51,920	\$84,135	\$39,989	\$102,468
Combined / Variable + Base	8	11	\$67,595	\$71,705	\$45,600	\$51,920	\$84,135	\$39,989	\$102,468

### 5.06: Grant Writer

Researches, organizes, writes and submits grant proposals to public, private, corporate and foundation funding sources. Identifies prospective funders, cultivates and manages current partnerships, performs prospect research and develops competitive applications. Matches program proposals to the funder's criteria. Typically requires a Bachelor's Degree and 3-5 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	5	\$48,815	\$48,815	\$37,211	\$38,000	\$57,664	\$33,604	\$71,066
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	5	5	\$48,815	\$48,815	\$37,211	\$38,000	\$57,664	\$33,604	\$71,066
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	5	\$48,815	\$48,815	\$37,211	\$38,000	\$57,664	\$33,604	\$71,066
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$48,872	\$48,872	\$37,211	\$38,000	\$57,664	\$33,784	\$71,066

### 5.07: Event Manager

Manages the strategy and planning of meetings and special events for an organization. Develops and monitors the annual budget for all event activities. Leads and directs staff associated with event process. Typically requires a degree and 4-6 years of professional experience in event and meeting planning.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	10	10	\$54,240	\$54,240	\$44,214	\$51,023	\$60,625	\$42,818	\$72,439
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	5	5	\$55,914	\$55,914	\$43,000	\$47,000	\$72,000	\$41,910	\$74,631
- Total Willamette	9	9	\$53,322	\$53,322	\$43,285	\$50,045	\$55,000	\$42,637	\$72,877
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	4	4	-	-	-	-	-	-	-
25 to 49 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	4	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Food Bank / Food Service	2	2	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	8	8	\$55,044	\$55,044	\$43,214	\$51,000	\$64,875	\$42,455	\$73,316
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	9	\$52,266	\$52,266	\$43,285	\$50,045	\$55,000	\$42,637	\$65,277
Combined / Variable + Base	10	10	\$54,315	\$54,315	\$44,214	\$51,023	\$60,625	\$42,818	\$73,114

### 5.08: Event Coordinator

Responsible for the coordination of production details for events from conception to post-event completion and ensure the event runs smoothly. May manage organization's presence at trade shows, sales or business meetings, and virtual events. Develops event theme, oversees vendors and security, maintains event schedules, and monitors and tracks expenditures for budgeting purposes. Typically requires a Bachelor's Degree and 2-4 years of professional experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	19	23	\$20.79	\$20.55	\$17.80	\$19.79	\$23.12	\$16.28	\$26.50
<b>Geographic Area</b>									
Portland Metro	8	12	\$19.46	\$19.44	\$17.90	\$18.47	\$23.08	\$16.38	\$23.21
Mid-Willamette	10	10	\$21.62	\$21.62	\$17.97	\$19.89	\$25.24	\$16.31	\$27.28
- Total Willamette	18	22	\$20.66	\$20.43	\$17.71	\$19.51	\$23.08	\$16.24	\$26.52
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	9	12	\$18.50	\$18.38	\$18.00	\$18.51	\$19.79	\$15.50	\$20.62
25 to 49 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	4	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	4	7	-	-	-	-	-	-	-
\$3 to \$4.9 million	5	5	\$18.64	\$18.64	\$16.35	\$19.23	\$20.00	\$16.14	\$20.98
\$5 to \$9.9 million	3	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	5	6	\$23.49	\$23.49	\$23.16	\$23.52	\$26.44	\$19.83	\$26.60
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	2	-	-	-	-	-	-	-
Education / School / Research	4	4	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	4	4	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	6	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	11	12	\$21.01	\$21.22	\$18.02	\$19.79	\$23.34	\$17.55	\$26.44
Heavy Match	6	6	\$22.07	\$22.07	\$19.42	\$20.82	\$22.72	\$17.62	\$27.77
<b>Range of Pay</b>									
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	18	22	\$20.88	\$20.61	\$17.71	\$19.89	\$23.14	\$16.24	\$26.52
Combined / Variable + Base	19	23	\$20.81	\$20.56	\$17.80	\$19.79	\$23.12	\$16.28	\$26.50

### 5.09: Development Assistant/Associate

Responsible for assisting the Development Director in developing and managing foundation and corporate grants, direct mail programs, special events, newsletters and major gifts programs. Solicits, accepts and acknowledges all collectible donations made to the organization. Generates, maintains and reports on donation records and provides administrative support. Other Titles: Administrative Bequest Coordinator, Campaign Associate, Development Coordinator.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	10	10	\$18.19	\$18.19	\$17.36	\$18.51	\$19.05	\$14.51	\$20.68
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	7	7	\$17.02	\$17.02	\$16.05	\$17.50	\$18.67	\$13.68	\$19.52
- Total Willamette	9	9	\$17.43	\$17.43	\$17.31	\$18.27	\$19.00	\$14.24	\$19.29
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	4	4	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Social Services	3	3	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	7	7	\$18.44	\$18.44	\$17.40	\$18.27	\$19.47	\$15.19	\$22.14
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	6	6	\$14.63	**	\$12.46	\$14.94	\$16.64	\$11.01	\$17.94
Highest Pay	6	6	\$20.86	**	\$16.29	\$22.06	\$23.50	\$14.61	\$25.91
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	9	\$18.10	\$18.10	\$17.31	\$18.27	\$19.00	\$14.24	\$21.16
Combined / Variable + Base	10	10	\$18.45	\$18.45	\$17.36	\$18.51	\$19.89	\$14.51	\$22.00

### 5.10: Database/Gifts Processing Coordinator

Oversees proper functioning of donor database. Ensures accurate processing and timely acknowledgement of all gifts. May input other data including donor contact reports and research. Creates and facilitates a variety of database reports and lists for Director of Development and staff. Typically requires a High School Diploma or GED and 2+ years of database or related experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	5	\$18.18	\$18.18	\$14.00	\$17.44	\$17.75	\$13.46	\$24.26
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	5	\$18.18	\$18.18	\$14.00	\$17.44	\$17.75	\$13.46	\$24.26
Combined / Variable + Base	5	5	\$18.18	\$18.18	\$14.00	\$17.44	\$17.75	\$13.46	\$24.26

### 5.11: Membership Director

Directs and administers the association's programs to recruit and retain members. Encourages and initiates efforts by members and member committees in establishing standards for membership and bringing new members into the association. Initiates promotional programs to interest new members. Responsible for developing budget of member service functions and supervision of professional and clerical staff.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	5	\$53,201	\$53,201	\$42,000	\$50,000	\$64,000	\$37,802	\$70,600
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	5	5	\$53,201	\$53,201	\$42,000	\$50,000	\$64,000	\$37,802	\$70,600
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$54,750	\$54,750	\$42,750	\$50,000	\$64,000	\$42,302	\$70,600

### 6.03: Education Manager

Reports to Education Director in large organizations. May be the top education position in smaller organizations. Manages training with a primary focus on development and delivery of training materials and programs. Duties include needs identification, material preparation, media selection, vendor management, quality assessment, cost and effectiveness evaluation, and coordination with internal customers. Training content may cover work procedures, product use, safety, customer service, work skills, language skills or other topics. Arranges venues, coordinates all constituents, acts as education representative at planning meetings, and oversees education staff, volunteers and interns. Manages department budget. Makes recommendations to upper management. Typically requires a Bachelor's Degree and 5-8 years of experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	8	\$55,300	\$56,438	\$45,000	\$50,000	\$51,501	\$45,000	\$71,600
<b>Geographic Area</b>									
Mid-Willamette	4	6	-	-	-	-	-	-	-
- Total Willamette	4	6	-	-	-	-	-	-	-
Surrounding Areas	1	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	3	-	-	-	-	-	-	-
Over \$25 million	1	2	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	2	3	-	-	-	-	-	-	-
Social Services	1	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	8	\$55,300	\$56,438	\$45,000	\$50,000	\$51,501	\$45,000	\$71,600
<b>Range of Pay</b>									
Lowest Pay	2	4	-	**	-	-	-	-	-
Highest Pay	2	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	8	\$55,299	\$56,438	\$45,000	\$50,000	\$51,501	\$45,000	\$71,600
Combined / Variable + Base	5	8	\$55,299	\$56,438	\$45,000	\$50,000	\$51,501	\$45,000	\$71,600



### 6.06: Child Care and Teacher Aide

Provides support to clients and to teacher so that the mission of the organization is met with efficiency. Provides coverage for teachers breaks, lunch and staff meetings. Provides instruction when necessary. Helps maintain health and safety standards required by law.  
Other Titles: Assistant Teacher, Child Care Worker, Children Counselor Aide, CPS Parent Aide, Early Child Services, Education Coordinator, Mentor Teacher, Preschool Aide.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	102	\$10.89	\$10.94	\$10.77	\$11.00	\$11.27	\$10.22	\$11.45
<b>Geographic Area</b>									
Portland Metro	4	49	-	-	-	-	-	-	-
Mid-Willamette	2	53	-	-	-	-	-	-	-
- Total Willamette	6	102	\$10.89	\$10.94	\$10.77	\$11.00	\$11.27	\$10.22	\$11.45
<b>Employment Size</b>									
1 to 24 Employees	2	53	-	-	-	-	-	-	-
25 to 49 Employees	1	5	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	43	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	10	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	5	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	43	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	2	43	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	43	-	-	-	-	-	-	-
Education / School / Research	1	10	-	-	-	-	-	-	-
Religious	1	43	-	-	-	-	-	-	-
Social Services	1	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	59	\$10.93	\$10.91	\$11.00	\$11.00	\$11.36	\$10.25	\$11.47
Heavy Match	1	43	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	44	-	**	-	-	-	-	-
Highest Pay	2	44	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	102	\$10.89	\$10.94	\$10.77	\$11.00	\$11.27	\$10.22	\$11.45
Combined / Variable + Base	6	102	\$10.89	\$10.94	\$10.77	\$11.00	\$11.27	\$10.22	\$11.45

### 8.01: Finance Director

Directs and oversees all the financial management functions supporting and attaining profitable growth and strategic goals. Manage budgeting and forecasting, financial analysis, reporting and financial planning for the organization. Oversees the preparation of regulatory and financial reporting and ensures compliance. Develops policies and procedures to control and report financial activity. Typically reports to CEO/President or CFO. Requires a Bachelor's Degree, CPA certification and a minimum of 8 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	28	28	\$114,322	\$114,322	\$71,630	\$90,882	\$140,090	\$63,360	\$177,296
<b>Geographic Area</b>									
Portland Metro	8	8	\$120,730	\$120,730	\$71,250	\$78,667	\$121,664	\$58,224	\$205,926
Mid-Willamette	18	18	\$107,328	\$107,328	\$71,129	\$90,882	\$143,904	\$64,940	\$155,270
- Total Willamette	26	26	\$111,452	\$111,452	\$71,129	\$83,000	\$136,222	\$62,400	\$158,783
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	4	4	-	-	-	-	-	-	-
25 to 49 Employees	5	5	\$79,216	\$79,216	\$60,000	\$80,000	\$86,000	\$56,448	\$104,000
50 to 99 Employees	3	3	-	-	-	-	-	-	-
100 to 249 Employees	8	8	\$117,562	\$117,562	\$91,156	\$111,285	\$133,607	\$76,634	\$156,270
250+ Employees	8	8	\$154,114	\$154,114	\$105,002	\$148,886	\$154,391	\$69,055	\$226,951
<b>Annual Operating Budget</b>									
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	5	5	\$93,713	\$93,713	\$70,000	\$80,000	\$86,000	\$67,000	\$134,939
\$5 to \$9.9 million	3	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	9	9	\$117,867	\$117,867	\$77,334	\$119,303	\$137,529	\$72,960	\$160,417
Over \$25 million	6	6	\$175,462	\$175,462	\$124,782	\$150,000	\$187,500	\$93,627	\$282,760
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	7	7	\$114,311	\$114,311	\$70,940	\$116,000	\$141,150	\$66,000	\$170,000
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	8	8	\$143,696	\$143,696	\$84,161	\$128,416	\$148,329	\$74,492	\$214,656
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	5	5	\$74,611	\$74,611	\$70,879	\$75,000	\$77,334	\$60,800	\$88,392
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	21	21	\$113,467	\$113,467	\$70,000	\$78,645	\$137,529	\$60,000	\$200,000
Heavy Match	6	6	\$119,157	\$119,157	\$100,822	\$124,150	\$145,575	\$83,321	\$150,000
<b>Range of Pay</b>									
Lowest Pay	10	10	\$77,759	**	\$57,165	\$67,330	\$94,334	\$54,222	\$108,689
Highest Pay	10	10	\$119,702	**	\$79,266	\$90,000	\$149,696	\$74,582	\$220,864
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	26	26	\$116,221	\$116,221	\$72,660	\$90,882	\$145,211	\$64,900	\$183,783
Combined / Variable + Base	28	28	\$114,448	\$114,448	\$71,630	\$90,882	\$140,090	\$63,660	\$177,296

## 8.02: Finance Manager

Plans and directs accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an organization. Prepares informational analyses on current processes, actual performance versus budget and prior year data for Operations team. Assists operations team in monthly financial review. Requires a Bachelor's Degree or higher and 6-8 years of experience. May require a CPA.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	7	\$91,414	\$96,205	\$70,801	\$92,660	\$109,932	\$61,923	\$119,661
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	3	4	-	-	-	-	-	-	-
- Total Willamette	6	7	\$91,414	\$96,205	\$70,801	\$92,660	\$109,932	\$61,923	\$119,661
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Combined / Variable + Base	6	7	\$91,915	\$96,634	\$71,426	\$93,910	\$109,932	\$62,173	\$119,661

### 8.03: Controller

Oversees the organization's development and administration of the accounting systems, practices and controls that conform to accepted accounting practices and reflect operating budgets and profitability. Prepares timely and comprehensive reports including analysis of financial data, statements, and audits of sales, earnings, profits and cash balances. Typically reports to the Vice President of Finance, CFO or the CEO. Typically requires a Bachelor's Degree and a minimum of 8 years of professional experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	11	11	\$84,896	\$84,896	\$74,741	\$91,374	\$98,695	\$50,000	\$100,172
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	7	7	\$82,251	\$82,251	\$58,158	\$92,500	\$98,781	\$47,600	\$110,256
- Total Willamette	11	11	\$84,896	\$84,896	\$74,741	\$91,374	\$98,695	\$50,000	\$100,172
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	6	6	\$101,136	\$101,136	\$93,723	\$98,695	\$100,129	\$91,937	\$112,777
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	4	4	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	4	4	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	3	3	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	9	9	\$90,838	\$90,838	\$83,558	\$92,500	\$100,000	\$75,333	\$105,214
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	10	\$83,383	\$83,383	\$70,528	\$87,466	\$96,168	\$49,400	\$102,693
Combined / Variable + Base	11	11	\$86,530	\$86,530	\$74,741	\$91,374	\$98,781	\$50,000	\$118,000

#### 8.04: Assistant Controller

Assists Controller in all phases of company accounting activities. Coordinates preparation of monthly/quarterly/annual financial statements. Coordinates and prepares schedules for auditors. Prepares accounting policy and procedure manuals. May prepare SEC filings. May prepare tax returns. Typically requires a Bachelor's Degree and 4-6 years of professional experience, or equivalent. Supervises employees performing financial reporting, accounting, billing, collections, payroll, and budgeting duties.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	9	\$62,562	\$60,593	\$53,375	\$64,003	\$71,956	\$44,424	\$79,259
<b>Geographic Area</b>									
Portland Metro	2	5	-	-	-	-	-	-	-
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	6	9	\$62,562	\$60,593	\$53,375	\$64,003	\$71,956	\$44,424	\$79,259
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	4	7	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	3	6	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	3	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	6	9	\$62,562	\$60,593	\$53,375	\$64,003	\$71,956	\$44,424	\$79,259
<b>Range of Pay</b>									
Lowest Pay	2	4	-	**	-	-	-	-	-
Highest Pay	2	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	7	\$64,792	\$63,218	\$59,280	\$68,726	\$73,032	\$46,176	\$80,504
Combined / Variable + Base	6	9	\$62,813	\$60,926	\$54,500	\$64,003	\$71,956	\$45,174	\$79,259

## 8.06: Accounting Manager

Responsible for operation of general accounting department. Responsible for the application of principles of accounting to install and maintain the general accounting system, including preparation of reports and statistics reflecting assets, liabilities, financial transactions, earnings, profits, cash balances, and other financial results. Maintains accounts and records of disbursements, expenses and tax payments. Prepares and files tax returns and other reports to government agencies. Maintains insurance and property records. Typically reports to a CFO or Controller. Supervises and directs work of professional and clerical staff. Typically requires a Bachelor's Degree and a minimum of 8 years of professional experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	15	16	\$68,503	\$68,639	\$52,584	\$66,000	\$79,754	\$44,208	\$100,228
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	9	9	\$74,592	\$74,592	\$59,378	\$66,300	\$88,827	\$54,600	\$105,353
- Total Willamette	13	13	\$69,361	\$69,361	\$50,000	\$66,000	\$88,827	\$43,944	\$100,971
Surrounding Areas	2	3	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	6	6	\$53,008	\$53,008	\$46,250	\$52,584	\$56,542	\$44,340	\$62,100
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	5	-	-	-	-	-	-	-
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	4	4	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	5	\$77,138	\$77,138	\$59,378	\$66,000	\$101,714	\$46,964	\$112,631
Over \$25 million	4	5	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	6	7	\$64,481	\$65,366	\$57,595	\$62,689	\$69,510	\$51,000	\$79,754
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	3	-	-	-	-	-	-	-
Housing / Shelter	2	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	10	10	\$70,912	\$70,912	\$46,250	\$61,650	\$95,706	\$43,181	\$103,534
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	5	5	\$83,953	\$83,953	\$55,167	\$97,999	\$101,714	\$49,067	\$112,631
Receiving / Variable Amount	5	5	\$1,140	\$1,140	\$500	\$700	\$1,500	\$380	\$2,220
Receiving / % of Base Pay	5	5	1.54%	1.54%	0.54%	0.58%	2.76%	0.51%	3.10%
Receiving / Variable + Base	5	5	\$85,097	\$85,097	\$55,467	\$100,699	\$102,214	\$50,087	\$113,250
Not Receiving / Base Pay	10	11	\$60,778	\$61,676	\$51,750	\$62,689	\$66,975	\$43,181	\$72,495
Combined / Variable + Base	15	16	\$68,884	\$68,995	\$52,734	\$66,000	\$79,754	\$44,808	\$101,608

### 8.07: Financial Analyst

Develops, interprets, and implements complex financial and accounting concepts, or techniques for financial planning and control. Researches, selects, and compiles financial data from multiple sources, such as sales, production, accounting, public sources or vendors. Analyzes data to produce business information used to support decisions. Intermediate level of professional analyst. Typically requires a Bachelor's Degree and 2-4 years of professional experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	8	\$68,756	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
<b>Geographic Area</b>									
Mid-Willamette	5	8	\$68,756	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
- Total Willamette	5	8	\$68,756	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
<b>Employment Size</b>									
250+ Employees	5	8	\$68,756	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	6	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	2	-	-	-	-	-	-	-
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	1	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	5	-	-	-	-	-	-	-
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	8	\$68,752	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
Combined / Variable + Base	5	8	\$68,752	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739

### 8.08: Accountant I

Applies principles of accounting to record and/or analyze financial information and prepare financial reports. Compiles and classifies financial information, balance sheet, profit and loss statements, account entries, and/or other reports or business transactions. First level of professional accounting. May provide technical direction to clerical staff. Typically requires a Bachelor's Degree and up to 2 years of professional experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	10	\$48,728	\$47,914	\$45,000	\$46,364	\$55,162	\$40,200	\$58,132
<b>Geographic Area</b>									
Mid-Willamette	5	10	\$48,728	\$47,914	\$45,000	\$46,364	\$55,162	\$40,200	\$58,132
- Total Willamette	5	10	\$48,728	\$47,914	\$45,000	\$46,364	\$55,162	\$40,200	\$58,132
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	7	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	7	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	6	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	8	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	6	-	**	-	-	-	-	-
Highest Pay	1	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	9	-	-	-	-	-	-	-
Combined / Variable + Base	5	10	\$48,930	\$48,129	\$46,000	\$46,364	\$55,162	\$40,600	\$58,132



### 8.09: Accountant II

Applies principles of accounting to record and/or analyze financial information and prepare financial reports. Compiles and classifies financial information, balance sheet, profit and loss statements, account entries, and/or other reports or business transactions. May establish and coordinate implementation of accounting control procedures. Intermediate level of professional general accounting. May direct and coordinate activities of accounting staff. Typically requires a Bachelor's Degree and 2-4 years of professional experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	10	12	\$57,188	\$55,549	\$49,249	\$55,754	\$64,942	\$47,772	\$71,352
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	7	9	\$58,978	\$56,394	\$49,890	\$60,514	\$68,870	\$46,248	\$71,438
- Total Willamette	10	12	\$57,188	\$55,549	\$49,249	\$55,754	\$64,942	\$47,772	\$71,352
<b>Employment Size</b>									
25 to 49 Employees	1	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	4	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$5 to \$9.9 million	2	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	5	6	\$57,903	\$55,453	\$48,280	\$60,008	\$66,418	\$45,232	\$69,533
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	4	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	8	9	\$58,521	\$57,741	\$49,780	\$55,754	\$67,644	\$48,773	\$71,409
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	6	-	**	-	-	-	-	-
Highest Pay	4	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	10	\$55,682	\$54,016	\$48,808	\$50,773	\$63,217	\$46,756	\$71,409
Combined / Variable + Base	10	12	\$57,387	\$55,715	\$49,249	\$56,007	\$65,565	\$47,772	\$71,352

### 8.10: Accountant III

Applies principles of accounting to record and/or analyze financial information and prepare financial reports. Compiles and classifies financial information, balance sheet, profit and loss statements, account entries, and/or other reports or business transactions. Senior level of professional general accounting. Uses independent judgment to perform advanced and specialized accounting assignments. Provides work leadership accounting staff. May also provide special project assistance to the CFO, Controller or Accounting Manager. Typically requires a Bachelor's Degree and 4-6 years of professional experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	17	20	\$67,667	\$65,753	\$53,394	\$64,000	\$75,122	\$47,484	\$88,445
<b>Geographic Area</b>									
Portland Metro	3	4	-	-	-	-	-	-	-
Mid-Willamette	12	13	\$68,955	\$66,728	\$52,384	\$65,851	\$76,166	\$45,146	\$92,170
- Total Willamette	15	17	\$67,942	\$65,481	\$53,013	\$64,000	\$77,209	\$46,549	\$90,163
Surrounding Areas	2	3	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	2	3	-	-	-	-	-	-	-
100 to 249 Employees	4	5	-	-	-	-	-	-	-
250+ Employees	6	7	\$73,182	\$70,448	\$50,525	\$64,580	\$82,537	\$47,016	\$107,951
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	7	9	\$65,454	\$64,766	\$51,696	\$70,680	\$77,209	\$47,484	\$81,581
<b>Industry</b>									
Community / Economic Development	2	3	-	-	-	-	-	-	-
Education / School / Research	6	8	\$59,324	\$58,328	\$47,949	\$62,731	\$69,935	\$42,339	\$72,901
Elder Care	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	6	\$54,298	\$51,915	\$52,632	\$53,394	\$57,762	\$45,053	\$63,725
Good Match	10	12	\$73,590	\$71,718	\$61,396	\$71,169	\$78,253	\$53,102	\$89,597
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	8	10	\$54,129	**	\$46,050	\$52,063	\$59,491	\$32,940	\$77,098
Highest Pay	8	10	\$77,446	**	\$59,402	\$74,631	\$82,451	\$49,486	\$108,067
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	19	\$66,583	\$64,740	\$53,203	\$62,264	\$72,523	\$47,016	\$86,448
Combined / Variable + Base	17	20	\$67,818	\$65,881	\$53,394	\$64,000	\$75,122	\$47,484	\$89,975

### 8.11: Bookkeeper

Responsible for maintaining accounting records in a small company or office. Records financial transactions, manages accounts payable and receivable, reconciles bank statements; updates trial balance, profit-and-loss statements and balance sheet. Manages payroll, invoicing, federal and state tax deposits, and annual tax forms. Intermediate Level. Work may be reviewed by outside consultants, CPAs, or auditors to verify appropriate procedure and accuracy. Typically requires a High School Diploma or GED and 2-4 years of accounting experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	12	13	\$21.03	\$21.25	\$15.67	\$18.65	\$21.71	\$15.02	\$34.35
<b>Geographic Area</b>									
Portland Metro	5	5	\$21.88	\$21.88	\$17.64	\$20.00	\$21.00	\$16.19	\$29.71
Mid-Willamette	7	8	\$20.43	\$20.85	\$15.41	\$18.30	\$21.41	\$14.86	\$28.86
- Total Willamette	12	13	\$21.03	\$21.25	\$15.67	\$18.65	\$21.71	\$15.02	\$34.35
<b>Employment Size</b>									
1 to 24 Employees	9	9	\$21.74	\$21.74	\$15.81	\$19.00	\$21.00	\$14.93	\$35.70
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	2	2	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	4	4	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	2	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Government	1	1	-	-	-	-	-	-	-
Housing / Shelter	2	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	10	11	\$21.66	\$21.85	\$15.83	\$18.65	\$23.12	\$14.96	\$35.61
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	5	6	\$15.15	**	\$13.00	\$13.68	\$15.50	\$13.00	\$18.56
Highest Pay	5	6	\$19.31	**	\$15.81	\$17.00	\$19.16	\$15.11	\$25.63
<b>Total Compensation</b>									
Not Receiving / Base Pay	12	13	\$21.03	\$21.25	\$15.67	\$18.65	\$21.71	\$15.02	\$34.35
Combined / Variable + Base	12	13	\$21.03	\$21.25	\$15.67	\$18.65	\$21.71	\$15.02	\$34.35

### 8.13: Accounting Clerk/Account Assistant

Responsible for a range of general accounting activities which may include compiling, checking and verifying records, preparing invoices and vouchers, posting ledger and general journal entries balancing accounts payable and receivable. May verify financial reports and statements. Uses automated office systems to input data, respond to inquiries and generate reports. Other Titles: Accounts Payable Clerk, Accounting Assistant, Accounting Specialist II, Billing Clerk, Bookkeeper, Finance Assistant, Finance Clerk, Fiscal Assistant, Payroll Clerk.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	19	36	\$18.69	\$18.81	\$15.91	\$18.16	\$20.30	\$15.44	\$24.39
<b>Geographic Area</b>									
Portland Metro	7	10	\$19.38	\$19.00	\$17.20	\$19.44	\$22.53	\$13.46	\$24.89
Mid-Willamette	11	25	\$18.30	\$18.76	\$15.91	\$18.00	\$18.65	\$15.86	\$21.31
- Total Willamette	18	35	\$18.72	\$18.83	\$15.89	\$18.23	\$20.73	\$15.41	\$24.64
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	4	4	-	-	-	-	-	-	-
25 to 49 Employees	3	6	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	6	14	\$17.66	\$16.84	\$15.86	\$16.27	\$17.79	\$15.68	\$21.03
250+ Employees	5	11	\$16.30	\$17.49	\$15.20	\$18.00	\$18.46	\$12.32	\$19.05
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	3	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	3	6	-	-	-	-	-	-	-
\$10 to \$24.9 million	9	21	\$17.06	\$16.92	\$15.86	\$16.67	\$18.46	\$14.48	\$19.86
Over \$25 million	1	3	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	3	5	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	2	5	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	14	\$19.05	\$18.07	\$17.00	\$18.23	\$20.60	\$16.32	\$22.61
Professional Association	2	2	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	7	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	13	23	\$18.92	\$19.75	\$15.96	\$18.16	\$21.15	\$15.33	\$25.36
Heavy Match	4	10	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	12	25	\$15.77	**	\$14.26	\$15.68	\$16.64	\$13.04	\$18.52
Highest Pay	12	25	\$20.96	**	\$18.58	\$19.69	\$22.22	\$17.86	\$25.25
<b>Total Compensation</b>									
Receiving / Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable Amount	1	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable + Base	1	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	18	31	\$18.81	\$19.16	\$15.89	\$18.31	\$20.73	\$15.41	\$24.64
Combined / Variable + Base	19	36	\$18.75	\$18.98	\$15.91	\$18.16	\$20.30	\$15.44	\$24.39

### 8.14: Accounts Payable Clerk

Compiles and maintains accounts payable records. Reviews and verifies calculations of incoming billings; matches invoices with purchase orders and statements; checks authorization and signature; posts entries to accounting system; reconciles bills. May prepare 1099's, statements and reports and process checks. Intermediate level business support. Applies learned skills and procedures to complete semi-routine tasks. Receives general guidance on assignments and interactions with customers and callers. Typically requires High School education and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	16	25	\$19.22	\$18.71	\$16.85	\$18.25	\$21.01	\$15.33	\$21.64
<b>Geographic Area</b>									
Portland Metro	4	7	-	-	-	-	-	-	-
Mid-Willamette	10	16	\$19.71	\$18.62	\$16.78	\$18.25	\$20.75	\$15.87	\$22.95
- Total Willamette	14	23	\$19.61	\$18.91	\$17.16	\$18.25	\$20.75	\$16.23	\$21.69
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	8	17	\$19.69	\$18.70	\$16.85	\$18.03	\$18.80	\$16.53	\$23.96
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	8	\$18.11	\$17.32	\$16.00	\$18.46	\$19.94	\$15.20	\$20.88
Over \$25 million	7	12	\$21.20	\$20.33	\$18.03	\$19.83	\$21.01	\$17.55	\$26.05
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	3	7	-	-	-	-	-	-	-
Education / School / Research	4	4	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	9	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	12	18	\$19.14	\$18.36	\$16.85	\$18.04	\$20.20	\$16.08	\$21.02
Heavy Match	4	7	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	7	11	\$16.45	**	\$15.32	\$16.83	\$18.47	\$13.90	\$18.72
Highest Pay	7	11	\$21.04	**	\$20.13	\$21.23	\$22.41	\$17.54	\$23.90
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	24	\$19.17	\$18.66	\$16.81	\$18.05	\$21.01	\$15.20	\$21.67
Combined / Variable + Base	16	25	\$19.23	\$18.72	\$16.85	\$18.25	\$21.01	\$15.33	\$21.64

### 8.15: Accounts Receivable Clerk

Records payments to customers' accounts and maintains accounts receivable records. Keeps customer ledger accounts and prepares monthly accounts receivable statements. Intermediate level business support. Applies learned skills and procedures to complete semi-routine tasks. Receives general guidance on assignments and interactions with customers and callers. Typically requires High School education and 2-4 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	11	17	\$21.62	\$20.18	\$18.25	\$20.12	\$23.46	\$16.00	\$30.49
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	7	13	\$22.03	\$19.96	\$18.25	\$21.13	\$23.46	\$17.23	\$28.25
- Total Willamette	9	15	\$20.82	\$19.50	\$18.05	\$20.12	\$22.27	\$15.40	\$26.45
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
100 to 249 Employees	3	3	-	-	-	-	-	-	-
250+ Employees	6	11	\$19.88	\$18.49	\$16.51	\$18.25	\$19.70	\$14.50	\$26.89
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	6	-	-	-	-	-	-	-
Over \$25 million	6	8	\$22.93	\$21.71	\$18.57	\$21.20	\$28.43	\$15.53	\$32.08
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	8	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	9	15	\$21.46	\$19.89	\$18.05	\$20.12	\$22.27	\$15.40	\$31.13
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	14	\$21.86	\$20.06	\$18.05	\$20.12	\$24.65	\$15.40	\$31.13
Combined / Variable + Base	11	17	\$22.10	\$20.79	\$18.25	\$20.14	\$25.44	\$16.00	\$30.49

### 8.16: Billing Clerk

Creates invoices and credit memos, issues to customers. Issues monthly statements. Update customer files and investigates discrepancies. Intermediate level business support. Applies learned skills and procedures to complete semi-routine tasks. Receives general guidance on assignments and interactions with customers and callers. Typically requires High School education and 2-4 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	22	\$15.85	\$16.14	\$15.18	\$16.07	\$16.14	\$14.56	\$16.91
<b>Geographic Area</b>									
Portland Metro	2	7	-	-	-	-	-	-	-
Mid-Willamette	4	15	-	-	-	-	-	-	-
- Total Willamette	6	22	\$15.85	\$16.14	\$15.18	\$16.07	\$16.14	\$14.56	\$16.91
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	3	10	-	-	-	-	-	-	-
250+ Employees	2	11	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	12	-	-	-	-	-	-	-
Over \$25 million	1	7	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	5	21	\$16.03	\$16.20	\$16.00	\$16.13	\$16.14	\$14.93	\$17.06
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	4	13	-	-	-	-	-	-	-
Heavy Match	1	7	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	8	-	**	-	-	-	-	-
Highest Pay	2	8	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	19	\$16.17	\$16.45	\$16.00	\$16.13	\$16.14	\$15.34	\$17.06
Combined / Variable + Base	6	22	\$16.03	\$16.29	\$15.48	\$16.07	\$16.14	\$15.10	\$16.91

### 8.18: Payroll Clerk

Compiles payroll data such as hours worked, sales or piecework, taxes, insurance, and union dues to be withheld, and employee identification number, from time sheets and other records. Reviews wages computed and corrects errors to ensure accuracy of payroll. Coordinates with outside payroll service to produce calculations, print checks and prepare total payroll reports, when applicable. Entry level business support. Acquires new skills and learns policies and procedures to complete routine tasks. Receives close supervision on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	19	24	\$21.16	\$20.52	\$17.97	\$21.11	\$24.94	\$15.92	\$25.86
<b>Geographic Area</b>									
Portland Metro	8	10	\$21.86	\$21.74	\$19.22	\$22.30	\$25.41	\$17.24	\$25.88
Mid-Willamette	10	13	\$20.90	\$19.77	\$17.84	\$21.63	\$23.72	\$15.70	\$25.74
- Total Willamette	18	23	\$21.33	\$20.63	\$17.96	\$21.63	\$25.10	\$15.88	\$25.88
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	8	9	\$21.75	\$21.33	\$17.99	\$20.30	\$25.30	\$17.89	\$26.47
250+ Employees	8	12	\$21.09	\$20.11	\$19.00	\$21.63	\$24.91	\$15.10	\$25.88
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	9	13	\$21.14	\$19.71	\$17.94	\$19.64	\$24.15	\$17.43	\$26.02
Over \$25 million	8	9	\$22.26	\$22.52	\$20.83	\$23.38	\$25.49	\$17.90	\$25.88
<b>Industry</b>									
Community / Economic Development	3	4	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	2	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	9	\$23.48	\$20.98	\$22.22	\$23.86	\$25.81	\$19.07	\$27.49
Municipality	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	10	14	\$22.48	\$21.24	\$20.28	\$23.53	\$25.35	\$17.94	\$25.85
Heavy Match	8	8	\$19.92	\$19.92	\$17.24	\$18.82	\$22.65	\$14.82	\$25.60
<b>Range of Pay</b>									
Lowest Pay	8	10	\$16.96	**	\$15.64	\$16.90	\$18.96	\$13.50	\$20.45
Highest Pay	8	10	\$22.00	**	\$18.91	\$22.59	\$25.61	\$17.00	\$26.55
<b>Total Compensation</b>									
Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable Amount	4	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable + Base	4	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	20	\$19.95	\$19.49	\$17.86	\$19.64	\$23.15	\$15.76	\$25.00
Combined / Variable + Base	19	24	\$21.30	\$20.63	\$17.97	\$21.11	\$24.94	\$15.92	\$26.03



### 8.19: Payroll Administrator

Make a variety of computations on employee overtime, shift premium, and various payroll deductions, following standard procedures, to prepare payroll. Summarize and reconcile payroll sheets. Investigate and resolve payroll problems, respond to employee requests. Maintain and update data base records. Generate federal and state tax documents. Prepare special payroll analysis reports. Usually assist or instruct lower level clerical workers.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	10	10	\$52,647	\$52,647	\$46,593	\$53,190	\$59,436	\$44,319	\$62,019
<b>Geographic Area</b>									
Mid-Willamette	8	8	\$51,223	\$51,223	\$45,820	\$49,326	\$57,453	\$42,392	\$63,034
- Total Willamette	8	8	\$51,223	\$51,223	\$45,820	\$49,326	\$57,453	\$42,392	\$63,034
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	5	5	\$56,570	\$56,570	\$50,280	\$56,100	\$61,511	\$49,135	\$64,557
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	5	5	\$57,746	\$57,746	\$56,100	\$56,160	\$61,511	\$51,463	\$64,557
<b>Industry</b>									
Child Care / Child Welfare	2	2	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	5	5	\$59,001	\$59,001	\$56,100	\$60,528	\$61,511	\$52,608	\$64,557
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	4	-	**	-	-	-	-	-
Highest Pay	4	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	10	10	\$52,647	\$52,647	\$46,593	\$53,190	\$59,436	\$44,319	\$62,019
Combined / Variable + Base	10	10	\$52,647	\$52,647	\$46,593	\$53,190	\$59,436	\$44,319	\$62,019

### 9.01: Food Services Manager

Manages food services operation of institutional facility. Confers and cooperates with management personnel in formulating administrative and operational policies and procedures. Manages activities of operations department to obtain optimum use of equipment, facilities, and personnel. Reviews and analyzes expenditure, financial, and operations reports to determine requirements for food services. Typically requires Bachelor's Degree, or significant experience in a commercial food service enterprise.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	7	\$53,655	\$54,701	\$40,560	\$55,000	\$57,315	\$40,464	\$67,926
<b>Geographic Area</b>									
Portland Metro	2	4	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	6	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	2	4	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	6	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	5	-	**	-	-	-	-	-
Highest Pay	3	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	7	\$53,656	\$54,701	\$40,560	\$55,000	\$57,315	\$40,464	\$67,926
Combined / Variable + Base	5	7	\$53,656	\$54,701	\$40,560	\$55,000	\$57,315	\$40,464	\$67,926

## 9.02: Food Services Supervisor

Supervises employees engaged in food service and preparation and in maintaining cleanliness of food services areas and equipment. Develops work schedules and assigns and coordinates work of employees to promote efficiency of operations. Requires High School Degree or GED and some experience in a food service unit including supervision.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	8	\$16.95	\$16.24	\$16.24	\$16.45	\$16.53	\$14.00	\$20.44
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	4	6	-	-	-	-	-	-	-
Surrounding Areas	1	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	4	-	-	-	-	-	-	-
250+ Employees	1	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	4	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Elder Care	1	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	2	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	3	6	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	5	-	**	-	-	-	-	-
Highest Pay	3	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	8	\$16.95	\$16.24	\$16.24	\$16.45	\$16.53	\$14.00	\$20.44
Combined / Variable + Base	5	8	\$16.95	\$16.24	\$16.24	\$16.45	\$16.53	\$14.00	\$20.44

### 9.05: Cook

Prepares and cooks meals for restaurants or institutions such as schools, hospitals, nursing homes or cafeterias. Prepares, seasons, and cooks soups, meats, vegetables, desserts, and other foodstuffs. May order supplies, keep records and accounts, price items on menu, plan menu, or estimate food requirements. Usually prepares meals in large quantities rather than to individual order. May cook for employees in office building or other large facility. Do not report chefs, specialty cooks, apprentices, fast food cooks, and short order cooks. Experienced /intermediate. Experience in food preparation or technical training is useful but not required.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	11	62	\$13.77	\$13.77	\$12.47	\$13.39	\$14.83	\$12.23	\$15.76
<b>Geographic Area</b>									
Portland Metro	4	36	-	-	-	-	-	-	-
Mid-Willamette	7	26	\$13.54	\$14.17	\$12.47	\$12.63	\$14.61	\$12.36	\$15.08
- Total Willamette	11	62	\$13.77	\$13.77	\$12.47	\$13.39	\$14.83	\$12.23	\$15.76
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	2	3	-	-	-	-	-	-	-
100 to 249 Employees	2	4	-	-	-	-	-	-	-
250+ Employees	4	51	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	6	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	14	-	-	-	-	-	-	-
Over \$25 million	2	36	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	2	4	-	-	-	-	-	-	-
Community / Economic Development	2	35	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	16	-	-	-	-	-	-	-
Housing / Shelter	1	2	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	3	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	6	-	-	-	-	-	-	-
Good Match	7	54	\$14.09	\$14.05	\$12.47	\$14.61	\$15.40	\$11.56	\$16.67
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	9	59	\$12.93	**	\$12.07	\$12.55	\$13.00	\$11.90	\$13.81
Highest Pay	9	59	\$16.10	**	\$14.42	\$16.71	\$17.00	\$13.19	\$18.51
<b>Total Compensation</b>									
Not Receiving / Base Pay	11	62	\$13.77	\$13.77	\$12.47	\$13.39	\$14.83	\$12.23	\$15.76
Combined / Variable + Base	11	62	\$13.77	\$13.77	\$12.47	\$13.39	\$14.83	\$12.23	\$15.76

### 9.06: Food Preparation Worker

Performs food preparation duties such as preparing cold foods, slicing meat, brewing coffee, tea, or chocolate, and preparing sandwiches. Simple, short-cycle food production. May grind, mix, package, label, seal, hand-form and process food or related products. May operate simple machinery. Cleans kitchen work areas, equipment and utensils. Report cooks separately. Works in restaurants, school cafeterias, hospitals, nursing homes, and residential care facilities. Typically requires High School Diploma or GED and 0-1 year experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	9	73	\$12.09	\$11.54	\$11.34	\$11.84	\$12.31	\$10.99	\$13.12
<b>Geographic Area</b>									
Portland Metro	4	32	-	-	-	-	-	-	-
Mid-Willamette	4	38	-	-	-	-	-	-	-
- Total Willamette	8	70	\$12.24	\$11.56	\$11.52	\$12.01	\$12.39	\$11.24	\$13.36
Surrounding Areas	1	3	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	8	-	-	-	-	-	-	-
250+ Employees	2	62	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	37	-	-	-	-	-	-	-
Over \$25 million	1	28	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	28	-	-	-	-	-	-	-
Elder Care	2	5	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	36	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	35	-	-	-	-	-	-	-
Good Match	7	38	\$12.19	\$12.25	\$11.29	\$11.84	\$12.48	\$10.98	\$13.59
<b>Range of Pay</b>									
Lowest Pay	5	40	\$11.62	**	\$10.56	\$10.86	\$12.17	\$10.52	\$13.27
Highest Pay	5	40	\$13.28	**	\$12.18	\$12.43	\$14.79	\$11.47	\$15.52
<b>Total Compensation</b>									
Not Receiving / Base Pay	9	73	\$12.09	\$11.54	\$11.34	\$11.84	\$12.31	\$10.99	\$13.12
Combined / Variable + Base	9	73	\$12.09	\$11.54	\$11.34	\$11.84	\$12.31	\$10.99	\$13.12

### 9.07: Dishwasher

Maintains kitchen work areas and keeps restaurant equipment and utensils in clean and orderly condition. Scrapes food from dirty dishes and washes them by hand, or places them in racks or on conveyor to dishwashing machine. Washes pots, pans, and trays. May sweep and mop kitchen floors. Washes and sanitizes worktables, walls, refrigerators, and meat blocks. High School Diploma or GED and 1-3 months experience preferred.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	14	\$10.93	\$10.60	\$10.01	\$10.92	\$11.65	\$9.85	\$12.04
<b>Geographic Area</b>									
Portland Metro	2	6	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	8	-	-	-	-	-	-	-
Surrounding Areas	1	6	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	6	-	-	-	-	-	-	-
250+ Employees	2	6	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	6	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	5	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	5	-	-	-	-	-	-	-
Elder Care	1	6	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	13	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	12	-	**	-	-	-	-	-
Highest Pay	3	12	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	14	\$10.93	\$10.60	\$10.01	\$10.92	\$11.65	\$9.85	\$12.04
Combined / Variable + Base	5	14	\$10.93	\$10.60	\$10.01	\$10.92	\$11.65	\$9.85	\$12.04

### 10.01: Director of Residential Services

Provides supervision to Residential Services staff. Plans, develops and directs program to meet the goals of the organization. Prepares and administers the programs budget. Develops and administers policies and procedures for the program. Provides direct service/supervision in situations requiring a higher degree of skill.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	7	10	\$55,858	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925
<b>Geographic Area</b>									
Mid-Willamette	7	10	\$55,858	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925
- Total Willamette	7	10	\$55,858	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	2	3	-	-	-	-	-	-	-
250+ Employees	3	5	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	5	-	-	-	-	-	-	-
Over \$25 million	2	3	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	3	-	-	-	-	-	-	-
Housing / Shelter	2	2	-	-	-	-	-	-	-
Social Services	3	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	4	-	-	-	-	-	-	-
Heavy Match	3	5	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	6	-	**	-	-	-	-	-
Highest Pay	4	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	7	10	\$55,857	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925
Combined / Variable + Base	7	10	\$55,857	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925

### 10.02: Shelter/Housing/Residential Manager

Responsible for overall management and daily preparation of the shelter, including staffing, operations, budgeting, funding, developing reports and policies, and community outreach.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	104	\$39,986	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100
<b>Geographic Area</b>									
Mid-Willamette	6	104	\$39,986	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100
- Total Willamette	6	104	\$39,986	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	12	-	-	-	-	-	-	-
250+ Employees	3	90	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	39	-	-	-	-	-	-	-
Over \$25 million	2	63	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	58	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Social Services	3	45	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	1	27	-	-	-	-	-	-	-
Heavy Match	4	76	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	44	-	**	-	-	-	-	-
Highest Pay	2	44	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	104	\$39,985	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100
Combined / Variable + Base	6	104	\$39,985	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100



### 10.08: Residential Adult Care Worker

Responsible for providing rehabilitative stabilization services for adults with mental illness or dually diagnosed. Teaches independent, social, and daily living skills taking into consideration the participant's learning style, strengths and needs. Assists participants in the acquisition and practice of daily living skills. Monitors participants' symptoms and medication utilization regularly. Provides crisis management services in consultation with program supervisor.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14
<b>Geographic Area</b>									
Mid-Willamette	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14
- Total Willamette	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14
<b>Employment Size</b>									
1 to 24 Employees	1	13	-	-	-	-	-	-	-
100 to 249 Employees	1	109	-	-	-	-	-	-	-
250+ Employees	3	273	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	13	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	304	-	-	-	-	-	-	-
Over \$25 million	2	78	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	231	-	-	-	-	-	-	-
Social Services	3	164	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	353	-	-	-	-	-	-	-
Heavy Match	1	42	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	122	-	**	-	-	-	-	-
Highest Pay	2	122	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14
Combined / Variable + Base	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14

### 10.09: Housing Social Service Specialist

Liaison with community case managers, provides information and referral assistance to tenants, and coordinates tenant activities. Requires a Bachelor's Degree in Social Work, or related field, and at least 2 years of experience with homeless and special needs.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	9	\$19.02	\$19.05	\$17.11	\$17.98	\$20.49	\$16.00	\$23.08
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	5	8	\$19.12	\$19.11	\$17.00	\$17.45	\$21.15	\$15.80	\$23.46
- Total Willamette	6	9	\$19.02	\$19.05	\$17.11	\$17.98	\$20.49	\$16.00	\$23.08
<b>Employment Size</b>									
1 to 24 Employees	2	4	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	2	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	2	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	3	-	-	-	-	-	-	-
Housing / Shelter	2	4	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	4	-	-	-	-	-	-	-
Good Match	3	4	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	9	\$19.02	\$19.05	\$17.11	\$17.98	\$20.49	\$16.00	\$23.08
Combined / Variable + Base	6	9	\$19.02	\$19.05	\$17.11	\$17.98	\$20.49	\$16.00	\$23.08

### 10.11: Housing Clerk

Determines clients' initial and continuing eligibility for housing programs. Explains rules, documents, policies and services to program applicants. Maintains recordkeeping systems. Typically requires 0-1 years of relevant experience. Other Titles: Housing Advocate; Tenant Coordinator.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	8	\$17.01	\$16.56	\$16.05	\$17.00	\$18.43	\$15.12	\$18.81
<b>Geographic Area</b>									
Mid-Willamette	4	7	-	-	-	-	-	-	-
- Total Willamette	4	7	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	4	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
Over \$25 million	2	3	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Social Services	3	6	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	2	4	-	-	-	-	-	-	-
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	6	-	**	-	-	-	-	-
Highest Pay	3	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	7	-	-	-	-	-	-	-
Combined / Variable + Base	5	8	\$17.04	\$16.58	\$16.05	\$17.00	\$18.43	\$15.12	\$18.89

### 11.01: Human Resources Director

Directs and coordinates human resources operations including recruiting, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action and training. Develops and recommends policies to senior management. Establishes and implements programs and policies designed to protect company and employee interests in accordance with organization policies and governmental laws and regulations. Direct the human resources function for an organization through reporting managers and senior staff. Establish financial and operational goals for reporting operations that align with overall organizational objectives. Decision have serious and long term impact on division and corporate earnings. Reports to VP or CEO.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	24	24	\$86,727	\$86,727	\$64,096	\$82,450	\$97,328	\$56,000	\$113,885
<b>Geographic Area</b>									
Portland Metro	8	8	\$97,823	\$97,823	\$64,511	\$94,713	\$110,616	\$58,975	\$137,945
Mid-Willamette	14	14	\$80,542	\$80,542	\$59,200	\$75,116	\$92,560	\$56,000	\$104,506
- Total Willamette	22	22	\$86,826	\$86,826	\$62,688	\$82,450	\$100,459	\$56,000	\$115,338
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
25 to 49 Employees	4	4	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	10	10	\$86,496	\$86,496	\$72,616	\$85,750	\$100,459	\$64,418	\$109,034
250+ Employees	8	8	\$105,852	\$105,852	\$80,485	\$91,040	\$119,100	\$66,507	\$161,700
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	4	4	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	10	10	\$82,254	\$82,254	\$66,573	\$82,450	\$93,673	\$63,920	\$103,428
Over \$25 million	8	8	\$112,109	\$112,109	\$90,625	\$101,166	\$119,100	\$81,772	\$161,700
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	9	9	\$95,233	\$95,233	\$70,231	\$84,900	\$102,024	\$63,040	\$130,651
Municipality	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	4	4	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	17	17	\$77,585	\$77,585	\$61,984	\$79,770	\$91,500	\$56,000	\$98,268
Heavy Match	7	7	\$108,930	\$108,930	\$73,619	\$108,252	\$133,032	\$61,124	\$165,600
<b>Range of Pay</b>									
Lowest Pay	8	8	\$61,628	**	\$54,500	\$60,787	\$70,568	\$46,806	\$76,245
Highest Pay	8	8	\$84,417	**	\$68,844	\$83,500	\$98,885	\$63,465	\$108,759
<b>Total Compensation</b>									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	21	21	\$84,970	\$84,970	\$61,984	\$79,770	\$94,080	\$56,000	\$116,064
Combined / Variable + Base	24	24	\$87,647	\$87,647	\$64,096	\$83,500	\$97,328	\$56,000	\$124,279

### 11.02: Human Resources Manager

Develops and implements human resource policies and programs. Serves as a link between management and employees by handling questions, interpreting and administering contracts and helping resolve work-related problems. Typically directs the staffing, affirmative action, compensation and benefit administration, employee relations and training and development. Manages and coordinates one or more human resources functional areas. May supervise human resource or payroll staff. May reports to director or vice president, or directly to CEO.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	13	14	\$76,421	\$75,277	\$60,400	\$76,502	\$90,286	\$44,040	\$113,069
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	10	11	\$74,643	\$73,348	\$54,250	\$67,983	\$88,314	\$41,900	\$118,888
- Total Willamette	13	14	\$76,421	\$75,277	\$60,400	\$76,502	\$90,286	\$44,040	\$113,069
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	4	4	-	-	-	-	-	-	-
250+ Employees	7	8	\$74,451	\$72,695	\$56,300	\$72,176	\$85,270	\$48,120	\$104,737
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	4	4	-	-	-	-	-	-	-
Over \$25 million	5	6	\$69,023	\$67,586	\$60,400	\$72,176	\$78,541	\$49,360	\$86,616
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	5	6	\$79,888	\$76,640	\$60,400	\$76,502	\$91,999	\$55,480	\$107,802
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	8	8	\$83,493	\$83,493	\$75,421	\$80,470	\$90,714	\$66,183	\$101,552
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	5	5	\$64,563	**	\$49,200	\$70,000	\$74,006	\$40,200	\$86,856
Highest Pay	5	5	\$90,979	**	\$57,600	\$88,462	\$105,000	\$53,885	\$133,458
<b>Total Compensation</b>									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	11	\$70,075	\$69,194	\$54,250	\$67,983	\$78,031	\$41,900	\$93,641
Combined / Variable + Base	13	14	\$76,990	\$75,805	\$60,400	\$76,502	\$90,286	\$44,040	\$114,129

### 11.03: Human Resources Generalist

Responsible for a wide range of cross-discipline duties, which requires an understanding of most HR functions. Supports organization through work in several areas of human resources, including include compensation and benefits, employee relations, training and development, recruitment and selection, workplace safety and risk management. Intermediate level human resource professional, typically in an organization with more than one human resource staff person. Typically requires a Bachelor's Degree and 2-4 years experience in human resources.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	19	23	\$54,797	\$51,729	\$44,351	\$50,000	\$61,082	\$41,480	\$76,000
<b>Geographic Area</b>									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	14	18	\$56,671	\$52,334	\$46,616	\$50,990	\$63,418	\$42,275	\$78,500
- Total Willamette	17	21	\$56,206	\$52,577	\$46,322	\$51,272	\$65,755	\$41,360	\$77,000
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	5	6	\$45,600	\$45,542	\$43,451	\$45,250	\$46,322	\$41,980	\$49,716
250+ Employees	8	11	\$59,648	\$52,777	\$48,775	\$53,837	\$70,667	\$41,374	\$82,951
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	3	-	-	-	-	-	-	-
\$5 to \$9.9 million	3	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	4	6	-	-	-	-	-	-	-
Over \$25 million	7	9	\$52,500	\$46,851	\$44,261	\$51,272	\$62,812	\$36,153	\$71,533
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	7	9	\$51,144	\$50,273	\$48,350	\$51,272	\$54,190	\$46,600	\$56,404
Municipality	1	1	-	-	-	-	-	-	-
Social Services	4	6	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	12	14	\$54,844	\$53,756	\$46,054	\$49,600	\$56,403	\$43,631	\$67,941
Heavy Match	6	8	\$55,173	\$48,150	\$41,300	\$53,978	\$72,689	\$34,041	\$77,500
<b>Range of Pay</b>									
Lowest Pay	8	11	\$41,252	**	\$35,160	\$40,976	\$45,000	\$30,040	\$51,815
Highest Pay	8	11	\$62,075	**	\$46,831	\$60,476	\$72,500	\$41,654	\$86,472
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	17	21	\$55,170	\$51,738	\$43,451	\$49,200	\$65,755	\$41,360	\$77,000
Combined / Variable + Base	19	23	\$54,900	\$51,813	\$44,351	\$50,000	\$61,082	\$41,480	\$76,000

### 11.04: Human Resources Assistant

Assists in one or more areas of human resource department, such as new employee orientation, worker's compensation, staffing, or recruiting. Creates and maintains employee records. Answers employee questions regarding the organization's policies and procedures. Provides assistance in other areas of human resources by doing special projects, such as completing benefit and salary surveys. Intermediate level business support. Applies learned skills and procedures to complete semi-routine tasks. Receives general guidance on assignments and interactions with customers and callers. Typically requires High School education and 0-2 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	17	18	\$19.55	\$19.33	\$16.33	\$18.89	\$21.49	\$14.90	\$25.53
<b>Geographic Area</b>									
Portland Metro	7	7	\$18.84	\$18.84	\$17.04	\$17.94	\$20.94	\$15.64	\$22.41
Mid-Willamette	9	10	\$20.06	\$19.60	\$15.50	\$18.89	\$24.04	\$14.73	\$28.32
- Total Willamette	16	17	\$19.52	\$19.29	\$16.12	\$18.41	\$22.07	\$14.78	\$25.90
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	6	6	\$19.88	\$19.88	\$16.95	\$19.71	\$23.22	\$16.00	\$23.92
250+ Employees	10	11	\$19.31	\$18.96	\$15.71	\$18.17	\$20.28	\$13.96	\$28.04
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	7	8	\$19.58	\$19.07	\$16.72	\$18.89	\$22.64	\$15.45	\$23.90
Over \$25 million	8	8	\$18.52	\$18.52	\$15.79	\$18.70	\$20.10	\$13.55	\$22.60
<b>Industry</b>									
Community / Economic Development	4	4	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	7	8	\$19.52	\$19.02	\$16.47	\$18.89	\$22.64	\$16.00	\$23.90
Social Services	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	11	12	\$20.41	\$20.00	\$15.91	\$19.95	\$23.92	\$15.38	\$27.76
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	8	9	\$15.47	**	\$13.62	\$14.21	\$17.60	\$12.52	\$19.35
Highest Pay	8	9	\$19.75	**	\$16.59	\$18.54	\$19.67	\$15.83	\$24.58
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	17	\$19.27	\$19.05	\$16.12	\$18.41	\$20.66	\$14.78	\$25.78
Combined / Variable + Base	17	18	\$19.61	\$19.38	\$16.33	\$18.89	\$21.49	\$14.90	\$26.14

### 11.05: Training and Development Manager

Manager of professional training with a primary focus on development and delivery of training materials and programs. Analyzes organization's training needs. Creates a training budget and implements programs. Monitors the training program's success and modifies training programs needing improvement. Prepares materials, selects media, manages vendors and coordinates with internal customers. Training may be on work procedures, product use, safety, customer service, work skills, language skills or other topics. Responsible for managing and preparing training plans. Typically requires a Bachelor's Degree and over 6 years of experience, or equivalent.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	5	\$71,710	\$71,710	\$47,320	\$67,359	\$97,069	\$47,008	\$98,828
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	5	5	\$71,710	\$71,710	\$47,320	\$67,359	\$97,069	\$47,008	\$98,828
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	4	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	5	5	\$71,710	\$71,710	\$47,320	\$67,359	\$97,069	\$47,008	\$98,828
<b>Range of Pay</b>									
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$72,209	\$72,209	\$47,320	\$67,359	\$99,569	\$47,008	\$99,828



### 11.07: Benefits Administrator

Responsible for the analysis and administration of group insurance, benefits, retirement and other programs. Oversees claims processing. Interprets and evaluates existing policies and programs and makes recommendations for change to management. Senior level professional. Applies mature technical and organizational knowledge to a range of challenging tasks. Receives consultative supervision and is a senior team member. Resolves escalation calls. Typically requires a Bachelor's Degree and 4-6 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	7	7	\$59,509	\$59,509	\$45,670	\$51,650	\$70,867	\$42,035	\$89,344
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	5	5	\$61,750	\$61,750	\$45,500	\$45,840	\$85,573	\$40,302	\$91,229
- Total Willamette	6	6	\$60,067	\$60,067	\$45,585	\$48,745	\$77,092	\$41,168	\$90,287
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	2	-	-	-	-	-	-	-
250+ Employees	4	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	4	4	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	2	2	-	-	-	-	-	-	-
Heavy Match	3	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	7	7	\$59,509	\$59,509	\$45,670	\$51,650	\$70,867	\$42,035	\$89,344
Combined / Variable + Base	7	7	\$59,509	\$59,509	\$45,670	\$51,650	\$70,867	\$42,035	\$89,344

### 11.08: Recruiter

Recruits candidates for hourly, salaried non-exempt, or non-management exempt jobs. Works with management to define job qualifications and advertising in multiple media venues. Prescreens job candidates, conducts preliminary interviews, administers skills tests, arranges drug tests, conducts background checks, and assists management with conducting interviews. Markets the organization to potential employees and explains benefits and compensation programs as well as company expectations. Networks within the community and may participate in job fairs. May make employment offers for lower level jobs based on predetermined standards without involving line management. Intermediate level professional. Applies developing knowledge and skills to a range of semi-complex tasks. Receives minimal direct supervision. Actively contributes to team and handles escalation calls. Typically requires a Bachelor's Degree and 2-4 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	8	10	\$20.95	\$20.82	\$16.06	\$19.29	\$24.43	\$15.34	\$27.35
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	7	9	\$21.70	\$21.38	\$17.09	\$20.57	\$24.49	\$15.47	\$28.27
- Total Willamette	8	10	\$20.95	\$20.82	\$16.06	\$19.29	\$24.43	\$15.34	\$27.35
<b>Employment Size</b>									
100 to 249 Employees	3	4	-	-	-	-	-	-	-
250+ Employees	5	6	\$24.26	\$24.28	\$20.57	\$24.37	\$24.61	\$19.03	\$30.09
<b>Annual Operating Budget</b>									
\$10 to \$24.9 million	4	5	-	-	-	-	-	-	-
Over \$25 million	4	5	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	3	-	-	-	-	-	-	-
Social Services	4	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	7	\$23.38	\$22.49	\$18.00	\$24.37	\$24.61	\$16.90	\$30.09
Heavy Match	2	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	8	10	\$20.95	\$20.82	\$16.06	\$19.29	\$24.43	\$15.34	\$27.35
Combined / Variable + Base	8	10	\$20.95	\$20.82	\$16.06	\$19.29	\$24.43	\$15.34	\$27.35

## 12.01: Facilities Manager

Manage operations to control and maintain company's or division's properties. Manage operations, maintenance and janitorial service. Negotiate building leases space planning and furniture rental. May include managing construction, remodeling projects. Oversees building operations for multiple locations through supervisors and facility support staff and/or outside vendors. Bachelor's Degree and 5-8 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	11	11	\$74,050	\$74,050	\$53,908	\$72,471	\$86,365	\$38,400	\$112,073
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	7	7	\$64,745	\$64,745	\$43,700	\$58,817	\$78,962	\$37,840	\$95,667
- Total Willamette	9	9	\$67,928	\$67,928	\$49,000	\$70,138	\$84,729	\$38,120	\$92,815
Surrounding Areas	2	2	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	3	3	-	-	-	-	-	-	-
250+ Employees	6	6	\$75,869	\$75,869	\$62,411	\$78,962	\$87,183	\$48,608	\$100,037
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
Over \$25 million	4	4	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	2	2	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	3	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-
Heavy Match	5	5	\$87,724	\$87,724	\$58,817	\$88,000	\$112,073	\$52,927	\$123,267
<b>Range of Pay</b>									
Lowest Pay	5	5	\$54,692	**	\$48,000	\$57,012	\$66,312	\$38,400	\$68,608
Highest Pay	5	5	\$71,668	**	\$64,872	\$71,115	\$82,895	\$49,949	\$92,839
<b>Total Compensation</b>									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	9	\$66,204	\$66,204	\$49,000	\$70,138	\$73,195	\$38,120	\$90,198
Combined / Variable + Base	11	11	\$75,179	\$75,179	\$53,908	\$72,471	\$87,565	\$38,400	\$112,073

## 12.02: Facilities Supervisor

Supervises operations to control and maintain company's or division's properties. Directly Supervises operations, maintenance and janitorial service. May negotiate building leases space planning and furniture rental. May include managing construction, remodeling projects. Supervises operation of a single facility or smaller organization. Directly supervisor facility employees and/or outside vendors. Typically requires a Bachelor's Degree and 1-2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	11	14	\$47,116	\$46,658	\$35,400	\$44,720	\$57,165	\$30,264	\$66,109
<b>Geographic Area</b>									
Portland Metro	4	6	-	-	-	-	-	-	-
Mid-Willamette	6	7	\$48,824	\$46,172	\$39,320	\$50,525	\$57,583	\$33,892	\$62,055
- Total Willamette	10	13	\$44,928	\$44,939	\$34,340	\$43,160	\$55,331	\$30,150	\$58,811
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	3	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	3	-	-	-	-	-	-	-
250+ Employees	5	7	\$52,378	\$52,365	\$52,333	\$56,330	\$58,000	\$38,405	\$62,865
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	5	7	\$54,912	\$54,175	\$52,333	\$58,000	\$66,109	\$38,405	\$67,844
<b>Industry</b>									
Community / Economic Development	3	5	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Religious	2	2	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	9	12	\$48,448	\$47,580	\$33,280	\$52,333	\$58,000	\$30,035	\$66,687
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	5	8	\$36,242	**	\$29,307	\$38,480	\$38,940	\$26,699	\$45,291
Highest Pay	5	8	\$44,516	**	\$32,344	\$44,720	\$56,618	\$31,658	\$57,267
<b>Total Compensation</b>									
Not Receiving / Base Pay	11	14	\$47,114	\$46,658	\$35,400	\$44,720	\$57,165	\$30,264	\$66,109
Combined / Variable + Base	11	14	\$47,114	\$46,658	\$35,400	\$44,720	\$57,165	\$30,264	\$66,109

### 12.04: Supply and Inventory Clerk

Performs a variety of storeroom maintenance and distribution activities, which may include receiving, stocking, inventory control, packaging, and distributing. Intermediate production level. Applies learned skills to complete a wide range of production tasks. General guidance on routine tasks. Independent interaction with outsiders and team members. Vocational or apprenticeship training and 2-4 years experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	10	\$14.53	\$13.92	\$13.24	\$13.78	\$14.75	\$13.10	\$16.63
<b>Geographic Area</b>									
Portland Metro	2	6	-	-	-	-	-	-	-
Mid-Willamette	3	4	-	-	-	-	-	-	-
- Total Willamette	5	10	\$14.53	\$13.92	\$13.24	\$13.78	\$14.75	\$13.10	\$16.63
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	2	6	-	-	-	-	-	-	-
250+ Employees	2	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	3	7	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	2	-	-	-	-	-	-	-
Food Bank / Food Service	1	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Professional Association	1	1	-	-	-	-	-	-	-
Youth Recreation	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	1	1	-	-	-	-	-	-	-
Heavy Match	4	9	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	9	-	**	-	-	-	-	-
Highest Pay	4	9	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	10	\$14.53	\$13.92	\$13.24	\$13.78	\$14.75	\$13.10	\$16.63
Combined / Variable + Base	5	10	\$14.53	\$13.92	\$13.24	\$13.78	\$14.75	\$13.10	\$16.63

### 12.05: Purchasing Coordinator

Coordinates all activities for the purchasing process, such as creating purchase orders, monitoring transportation and invoice creation and follow-through. Authorizes payments, returns of merchandise, and pricing. Organizes and locates inventory in databases and online systems. Analyzes and monitors internal, economic, and consumer trends to forecast sales and inventory. Communicates and negotiates with vendors and outside sales representatives regarding rates, vendor discounts, and incorrect orders. Senior level business support. Applies expertise to perform a broad range of tasks. Senior member of a team. Mature knowledge source for customers, clients and co-workers. Typically requires High School education with some vocational training and 4-6 years of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	6	6	\$23.38	\$23.38	\$18.86	\$21.82	\$26.44	\$18.56	\$29.76
<b>Geographic Area</b>									
Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	6	6	\$23.38	\$23.38	\$18.86	\$21.82	\$26.44	\$18.56	\$29.76
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	4	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	6	\$23.38	\$23.38	\$18.86	\$21.82	\$26.44	\$18.56	\$29.76
Combined / Variable + Base	6	6	\$23.38	\$23.38	\$18.86	\$21.82	\$26.44	\$18.56	\$29.76

## 12.09: Maintenance Manager

Responsible for the maintenance operations for a company's facilities including ground maintenance. Activities of those supervised typically include painting, minor plumbing and electrical repairs, carpentry, landscaping and landscape maintenance, replacing light bulbs and air conditioning filters, etc. Do not include production machinery and equipment maintenance. Manager level with direct responsibility for supervisors and leads. Plans, schedules and prepares budget for periodic maintenance programs. Typically requires a Bachelor's Degree and 3+ years of professional experience. Professional certification may also be required. Often found in larger organizations and those with multiple locations.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	10	11	\$60,442	\$62,047	\$51,094	\$57,856	\$70,710	\$40,009	\$79,838
<b>Geographic Area</b>									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	5	6	\$58,334	\$61,627	\$49,350	\$58,710	\$73,280	\$39,084	\$76,167
- Total Willamette	9	10	\$60,158	\$61,952	\$49,350	\$57,002	\$73,280	\$39,146	\$81,584
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	5	6	\$60,919	\$63,781	\$49,350	\$63,000	\$73,280	\$44,263	\$76,167
250+ Employees	3	3	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	5	\$55,843	\$55,843	\$49,350	\$57,002	\$58,710	\$44,263	\$67,452
Over \$25 million	4	5	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	1	-	-	-	-	-	-	-
Education / School / Research	3	3	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
Municipality	1	2	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	5	5	\$64,215	\$64,215	\$57,002	\$63,000	\$73,280	\$42,145	\$86,643
Heavy Match	2	3	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	2	-	**	-	-	-	-	-
Highest Pay	1	2	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	10	\$60,900	\$62,619	\$49,350	\$58,710	\$73,280	\$39,146	\$81,584
Combined / Variable + Base	10	11	\$60,592	\$62,183	\$51,263	\$58,268	\$70,710	\$40,009	\$79,838

### 12.10: Maintenance Worker

Assists electricians, carpenters, machinists, steam fitters and other trades people in the performance of a variety of related duties. Obtains tools, materials and supplies. Positions work and performs operations following detailed instructions. May clean working area, machines or equipment. Typically requires a High School Diploma or GED and 0-1 years of work experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	16	54	\$16.97	\$17.17	\$15.54	\$17.16	\$18.80	\$14.31	\$19.33
<b>Geographic Area</b>									
Portland Metro	4	10	-	-	-	-	-	-	-
Mid-Willamette	9	37	\$15.95	\$16.35	\$15.09	\$16.00	\$17.11	\$14.12	\$17.48
- Total Willamette	13	47	\$16.79	\$16.95	\$15.69	\$17.11	\$18.52	\$14.62	\$18.90
Surrounding Areas	3	7	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
50 to 99 Employees	2	3	-	-	-	-	-	-	-
100 to 249 Employees	5	16	\$16.68	\$17.33	\$14.13	\$18.52	\$18.94	\$13.22	\$19.09
250+ Employees	7	32	\$16.90	\$16.97	\$15.84	\$16.82	\$17.93	\$15.21	\$19.03
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	6	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	4	17	-	-	-	-	-	-	-
Over \$25 million	6	26	\$17.87	\$18.07	\$17.25	\$18.64	\$19.08	\$15.66	\$19.33
<b>Industry</b>									
Child Care / Child Welfare	2	3	-	-	-	-	-	-	-
Community / Economic Development	2	11	-	-	-	-	-	-	-
Education / School / Research	1	4	-	-	-	-	-	-	-
Elder Care	2	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	4	17	-	-	-	-	-	-	-
Housing / Shelter	2	3	-	-	-	-	-	-	-
Municipality	1	7	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	4	-	-	-	-	-	-	-
Good Match	12	44	\$17.52	\$17.67	\$16.62	\$17.35	\$18.80	\$15.72	\$19.17
Heavy Match	2	6	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	10	41	\$14.06	**	\$11.91	\$14.15	\$16.27	\$11.19	\$16.91
Highest Pay	10	41	\$19.01	**	\$17.46	\$18.83	\$21.76	\$15.00	\$22.51
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	53	\$16.85	\$17.14	\$15.39	\$17.11	\$18.73	\$14.28	\$19.35
Combined / Variable + Base	16	54	\$17.00	\$17.18	\$15.54	\$17.16	\$19.00	\$14.31	\$19.35



### 12.11: Janitor/Custodian

Performs heavy cleaning duties, such as cleaning floors, shampooing rugs and washing walls and glass. Performs routine light manual work in cleaning and sweeping offices, halls, restrooms and removing trash. May tend furnace and boiler and perform routine maintenance activities, and cleaning snow or debris from sidewalk. Typically does not requires a High School Diploma or GED and little

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	12	95	\$12.11	\$12.71	\$10.79	\$11.29	\$13.47	\$10.43	\$14.95
<b>Geographic Area</b>									
Portland Metro	4	48	-	-	-	-	-	-	-
Mid-Willamette	6	39	\$11.67	\$11.78	\$10.98	\$11.29	\$12.04	\$10.70	\$13.04
- Total Willamette	10	87	\$11.97	\$12.55	\$10.89	\$11.29	\$13.05	\$10.38	\$14.03
Surrounding Areas	2	8	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	6	-	-	-	-	-	-	-
50 to 99 Employees	1	4	-	-	-	-	-	-	-
100 to 249 Employees	3	9	-	-	-	-	-	-	-
250+ Employees	7	76	\$12.33	\$12.74	\$10.70	\$12.20	\$13.61	\$10.25	\$14.51
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	6	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	10	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	5	-	-	-	-	-	-	-
Over \$25 million	6	72	\$12.55	\$12.53	\$10.56	\$12.16	\$14.64	\$10.21	\$15.28
<b>Industry</b>									
Community / Economic Development	4	54	-	-	-	-	-	-	-
Education / School / Research	2	24	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	6	-	-	-	-	-	-	-
Religious	1	4	-	-	-	-	-	-	-
Social Services	2	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	4	-	-	-	-	-	-	-
Good Match	10	53	\$12.16	\$12.44	\$10.89	\$11.29	\$13.45	\$10.50	\$15.11
Heavy Match	1	38	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	10	92	\$11.50	**	\$10.13	\$10.59	\$12.63	\$10.00	\$13.98
Highest Pay	10	92	\$14.89	**	\$13.25	\$14.79	\$16.31	\$11.96	\$18.16
<b>Total Compensation</b>									
Not Receiving / Base Pay	12	95	\$12.11	\$12.71	\$10.79	\$11.29	\$13.47	\$10.43	\$14.95
Combined / Variable + Base	12	95	\$12.11	\$12.71	\$10.79	\$11.29	\$13.47	\$10.43	\$14.95

## 12.12: Delivery Driver

Operates a truck or automobile over an established route to deliver and sell products or render services. Records sales or delivery information. Calls on prospective customers to solicit new business. Informs regular customers of new products or services. May place stock on shelves, racks or vending machines, set up merchandise and sales promotion displays or issue sales promotion materials to customers, and collect money. May collect or pick up empty containers of rejected or unsold merchandise, and load or help load truck. Includes bakery, beer and wine, dairy product, laundry, meat, soft drink and vending machine drivers. Typically requires previous driving experience and a Class C driver's license.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	25	\$13.26	\$13.24	\$12.82	\$14.00	\$14.28	\$11.43	\$14.52
<b>Geographic Area</b>									
Portland Metro	3	20	-	-	-	-	-	-	-
Mid-Willamette	2	5	-	-	-	-	-	-	-
- Total Willamette	5	25	\$13.26	\$13.24	\$12.82	\$14.00	\$14.28	\$11.43	\$14.52
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	3	11	-	-	-	-	-	-	-
250+ Employees	1	13	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	10	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	13	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	13	-	-	-	-	-	-	-
Food Bank / Food Service	2	10	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	3	18	-	-	-	-	-	-	-
Heavy Match	2	7	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	20	-	**	-	-	-	-	-
Highest Pay	3	20	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	25	\$13.26	\$13.24	\$12.82	\$14.00	\$14.28	\$11.43	\$14.52
Combined / Variable + Base	5	25	\$13.26	\$13.24	\$12.82	\$14.00	\$14.28	\$11.43	\$14.52

### 12.15: Landscape Laborer

Performs general grounds maintenance including planting, watering, picking up compost, mulching, weeding, mowing, and maintaining tools and equipment. Maintains garden areas and implements changes. Works with other departments to monitor and maintain plant health and maintenance of garden area.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	12	36	\$15.10	\$15.53	\$13.33	\$15.00	\$16.73	\$11.63	\$18.48
<b>Geographic Area</b>									
Portland Metro	3	8	-	-	-	-	-	-	-
Mid-Willamette	8	25	\$14.00	\$14.55	\$12.49	\$14.01	\$15.60	\$11.44	\$16.09
- Total Willamette	11	33	\$14.97	\$15.44	\$13.16	\$14.41	\$16.38	\$11.50	\$18.63
Surrounding Areas	1	3	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	3	8	-	-	-	-	-	-	-
250+ Employees	7	26	\$15.76	\$15.80	\$13.56	\$15.66	\$17.87	\$12.62	\$19.39
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	11	-	-	-	-	-	-	-
Over \$25 million	6	19	\$16.04	\$15.97	\$14.04	\$16.13	\$18.12	\$12.40	\$19.57
<b>Industry</b>									
Community / Economic Development	4	12	-	-	-	-	-	-	-
Education / School / Research	4	10	-	-	-	-	-	-	-
Elder Care	1	3	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	6	-	-	-	-	-	-	-
Social Services	1	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	10	31	\$15.71	\$16.17	\$13.81	\$15.62	\$16.98	\$13.30	\$18.82
Heavy Match	2	5	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	9	33	\$12.94	**	\$11.35	\$13.50	\$13.74	\$10.00	\$14.89
Highest Pay	9	33	\$17.52	**	\$17.09	\$17.81	\$18.33	\$14.53	\$20.18
<b>Total Compensation</b>									
Not Receiving / Base Pay	12	36	\$15.10	\$15.53	\$13.33	\$15.00	\$16.73	\$11.63	\$18.48
Combined / Variable + Base	12	36	\$15.10	\$15.53	\$13.33	\$15.00	\$16.73	\$11.63	\$18.48

### 12.16: Driver 1, No CDL

Responsible for operating vehicles such as cars, vans and pickup trucks to transport materials, merchandise and equipment to assigned destinations. May load and unload vehicles as necessary. Cleans, services and maintains vehicles and performs minor repairs. Other Titles: Bus Driver, Tractor Operator, Tram Driver, Transportation Support, Van Assistant, Van Driver.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	11	134	\$15.30	\$14.88	\$13.38	\$14.61	\$15.36	\$13.00	\$20.47
<b>Geographic Area</b>									
Portland Metro	4	16	-	-	-	-	-	-	-
Mid-Willamette	6	112	\$15.31	\$14.18	\$13.31	\$14.05	\$15.29	\$13.13	\$18.76
- Total Willamette	10	128	\$14.78	\$14.23	\$13.31	\$14.30	\$15.13	\$12.89	\$16.16
Surrounding Areas	1	6	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
25 to 49 Employees	2	5	-	-	-	-	-	-	-
50 to 99 Employees	1	5	-	-	-	-	-	-	-
100 to 249 Employees	4	118	-	-	-	-	-	-	-
250+ Employees	2	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	12	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	14	-	-	-	-	-	-	-
Over \$25 million	2	105	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	1	3	-	-	-	-	-	-	-
Education / School / Research	3	14	-	-	-	-	-	-	-
Food Bank / Food Service	1	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Municipality	1	99	-	-	-	-	-	-	-
Social Services	3	12	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	7	30	\$14.60	\$15.54	\$13.13	\$13.50	\$15.06	\$12.54	\$17.31
Heavy Match	3	103	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	9	132	\$14.04	**	\$12.00	\$13.05	\$14.56	\$11.54	\$19.01
Highest Pay	9	132	\$17.01	**	\$15.33	\$15.50	\$18.33	\$13.85	\$22.73
<b>Total Compensation</b>									
Not Receiving / Base Pay	11	134	\$15.30	\$14.88	\$13.38	\$14.61	\$15.36	\$13.00	\$20.47
Combined / Variable + Base	11	134	\$15.30	\$14.88	\$13.38	\$14.61	\$15.36	\$13.00	\$20.47

### 12.17: Security Guard

Responsible for patrolling internal and external organization premises. Investigates unusual or suspicious situations. Maintains records and logs as necessary. Enforces organization policies and procedures during and after normal working hours. May monitor parking facilities. Trained to assist in emergency situations. May operate fire equipment and radios and administer CPR and first aid. Other Titles: Client Safety Assistant, Clinic Defense/Facility Coordinator, Monitor, Pool Monitor, Safety Monitor.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	11	\$17.84	\$15.26	\$12.36	\$14.41	\$22.75	\$11.87	\$26.00
<b>Geographic Area</b>									
Mid-Willamette	3	8	-	-	-	-	-	-	-
- Total Willamette	3	8	-	-	-	-	-	-	-
Surrounding Areas	2	3	-	-	-	-	-	-	-
<b>Employment Size</b>									
100 to 249 Employees	4	7	-	-	-	-	-	-	-
250+ Employees	1	4	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	3	-	-	-	-	-	-	-
Over \$25 million	3	6	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	2	5	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	4	-	-	-	-	-	-	-
Municipality	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	8	-	-	-	-	-	-	-
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	6	-	**	-	-	-	-	-
Highest Pay	3	6	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	11	\$17.85	\$15.26	\$12.36	\$14.41	\$22.75	\$11.87	\$26.00
Combined / Variable + Base	5	11	\$17.85	\$15.26	\$12.36	\$14.41	\$22.75	\$11.87	\$26.00

#### 14.08: Nurse Practitioner

Diagnoses and treats acute, episodic, or chronic illness, independently or as part of a healthcare team. Conducts complete physicals, provides treatment and counsels patients. Orders, performs, and interprets diagnostic tests such as lab work and x rays. Prescribes medication. Analyzes and interprets patients' histories, symptoms, physical findings, or diagnostic information to develop appropriate diagnoses. Develops treatment plans based on scientific rationale, standards of care, and professional practice guidelines. Do not report Psychiatric Nurse Practitioners. Typically requires a Master's Degree, certification through the American Academy of Nurse Practitioners or American Nurses Credentialing Center, current state licensure as both a Registered Nurse and an ARNP.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	21	\$127,156	\$127,989	\$111,325	\$114,400	\$132,000	\$109,389	\$154,774
<b>Geographic Area</b>									
Portland Metro	2	4	-	-	-	-	-	-	-
Mid-Willamette	3	17	-	-	-	-	-	-	-
- Total Willamette	5	21	\$127,156	\$127,989	\$111,325	\$114,400	\$132,000	\$109,389	\$154,774
<b>Employment Size</b>									
100 to 249 Employees	2	7	-	-	-	-	-	-	-
250+ Employees	3	14	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	7	-	-	-	-	-	-	-
Over \$25 million	2	13	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	19	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	17	-	-	-	-	-	-	-
Heavy Match	1	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	8	-	**	-	-	-	-	-
Highest Pay	3	8	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	21	\$127,155	\$127,989	\$111,325	\$114,400	\$132,000	\$109,389	\$154,774
Combined / Variable + Base	5	21	\$127,155	\$127,989	\$111,325	\$114,400	\$132,000	\$109,389	\$154,774

#### 14.12: Registered Nurse (RN)

Assesses patient health problems and needs, develops and implements nursing care plans, and maintains medical records. Administers nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. May advise patients on health maintenance and disease prevention or provide case management. Requires an Associate's or Bachelor's Degree, successful completion of the NCLEX (National Council Licensure Examination), a current state RN license and related work experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	12	67	\$32.14	\$32.64	\$30.10	\$31.31	\$32.93	\$28.06	\$35.83
<b>Geographic Area</b>									
Portland Metro	4	17	-	-	-	-	-	-	-
Mid-Willamette	6	45	\$30.88	\$30.67	\$30.03	\$31.13	\$32.35	\$28.08	\$33.43
- Total Willamette	10	62	\$31.42	\$32.77	\$30.19	\$31.31	\$32.35	\$29.62	\$34.59
Surrounding Areas	2	5	-	-	-	-	-	-	-
<b>Employment Size</b>									
100 to 249 Employees	7	20	\$33.01	\$32.66	\$30.25	\$31.03	\$34.05	\$29.22	\$39.02
250+ Employees	5	47	\$30.92	\$30.73	\$30.00	\$31.59	\$32.42	\$27.69	\$33.63
<b>Annual Operating Budget</b>									
\$3 to \$4.9 million	1	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	7	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	24	\$31.86	\$31.97	\$30.14	\$31.03	\$32.12	\$30.06	\$34.44
Over \$25 million	4	34	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	6	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	1	4	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	53	\$31.99	\$31.98	\$30.19	\$30.69	\$33.59	\$30.07	\$35.21
Social Services	2	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	8	-	-	-	-	-	-	-
Good Match	7	45	\$34.17	\$34.15	\$31.31	\$32.42	\$35.21	\$30.67	\$39.02
Heavy Match	2	14	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	8	33	\$27.11	**	\$24.71	\$26.25	\$28.89	\$24.13	\$30.82
Highest Pay	8	33	\$35.85	**	\$32.12	\$36.13	\$38.19	\$32.00	\$40.21
<b>Total Compensation</b>									
Not Receiving / Base Pay	12	67	\$32.14	\$32.64	\$30.10	\$31.31	\$32.93	\$28.06	\$35.83
Combined / Variable + Base	12	67	\$32.14	\$32.64	\$30.10	\$31.31	\$32.93	\$28.06	\$35.83

#### 14.15: Certified Nursing Assistant (CNA)

Performs various direct patient care activities under the supervision of professional nursing personnel. Performs EKG's, draws blood, and assists with diagnostic tests and clinical procedures. May perform other tasks involving direct and indirect patient care, treatment and maintenance of nursing unit. Typically requires state CNA certification and at least 6 months professional experience and/or training.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	120	\$14.88	\$15.04	\$13.63	\$13.69	\$16.72	\$13.52	\$16.85
<b>Geographic Area</b>									
Portland Metro	2	6	-	-	-	-	-	-	-
Mid-Willamette	2	89	-	-	-	-	-	-	-
- Total Willamette	4	95	-	-	-	-	-	-	-
Surrounding Areas	1	25	-	-	-	-	-	-	-
<b>Employment Size</b>									
50 to 99 Employees	1	2	-	-	-	-	-	-	-
100 to 249 Employees	2	29	-	-	-	-	-	-	-
250+ Employees	2	89	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$5 to \$9.9 million	1	25	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	90	-	-	-	-	-	-	-
Over \$25 million	1	5	-	-	-	-	-	-	-
<b>Industry</b>									
Elder Care	1	25	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	93	-	-	-	-	-	-	-
Religious	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	4	118	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	115	-	**	-	-	-	-	-
Highest Pay	4	115	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	120	\$14.88	\$15.04	\$13.63	\$13.69	\$16.72	\$13.52	\$16.85
Combined / Variable + Base	5	120	\$14.88	\$15.04	\$13.63	\$13.69	\$16.72	\$13.52	\$16.85



#### 14.18: Patient Registration Clerk/Scheduler

Schedules, confirms and maintains patients' diagnostic appointments, surgeries and medical consultations. Interviews patients to complete documents, case histories, and forms such as intake and insurance forms. Verifies benefits with insurance provider. Reviews, analyzes and forecasts cancellations, double bookings or changes in schedules. Typically requires a Bachelor's or Associate's Degree and 0-2 years of related work experience, or equivalent.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	7	14	\$16.80	\$16.32	\$14.96	\$16.00	\$16.66	\$14.19	\$20.21
<b>Geographic Area</b>									
Portland Metro	4	8	-	-	-	-	-	-	-
Mid-Willamette	3	6	-	-	-	-	-	-	-
- Total Willamette	7	14	\$16.80	\$16.32	\$14.96	\$16.00	\$16.66	\$14.19	\$20.21
<b>Employment Size</b>									
1 to 24 Employees	1	2	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	5	-	-	-	-	-	-	-
250+ Employees	3	6	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	2	5	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	4	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Community / Economic Development	2	5	-	-	-	-	-	-	-
Healthcare / Mental Health Services	5	9	\$17.18	\$16.10	\$15.45	\$16.00	\$16.04	\$14.45	\$21.19
<b>Match Degree</b>									
Good Match	5	10	\$17.24	\$16.56	\$14.46	\$16.04	\$17.28	\$14.05	\$21.68
Heavy Match	2	4	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	5	11	\$14.42	**	\$14.00	\$14.46	\$15.12	\$13.43	\$15.33
Highest Pay	5	11	\$17.98	**	\$16.86	\$18.00	\$18.14	\$15.38	\$20.75
<b>Total Compensation</b>									
Not Receiving / Base Pay	7	14	\$16.80	\$16.32	\$14.96	\$16.00	\$16.66	\$14.19	\$20.21
Combined / Variable + Base	7	14	\$16.80	\$16.32	\$14.96	\$16.00	\$16.66	\$14.19	\$20.21

#### 15.04: Production Manager

Supervises all technical elements of film, television, or theater productions, including sets, lighting, sound system stay on schedule without going over budget. Understands all aspects of production, both on and off the set. Supervises production team, including production coordinator and assistant directors. Responsible for hiring, budgeting, scheduling and handling insurance issues for the production. Ensures compliance with all safety, guild and union regulations. May work in scripted, reality or live television, new media, film or theater production companies. Typically has a Bachelor's degree and professional experience. Other Title: Production Director.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	9	\$21.78	\$22.20	\$20.43	\$21.92	\$25.14	\$17.92	\$25.15
<b>Geographic Area</b>									
Portland Metro	1	2	-	-	-	-	-	-	-
Mid-Willamette	4	7	-	-	-	-	-	-	-
- Total Willamette	5	9	\$21.78	\$22.20	\$20.43	\$21.92	\$25.14	\$17.92	\$25.15
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	3	7	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	5	-	-	-	-	-	-	-
Over \$25 million	1	2	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Community / Economic Development	2	3	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	4	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	7	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	7	-	**	-	-	-	-	-
Highest Pay	3	7	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	9	\$21.78	\$22.20	\$20.43	\$21.92	\$25.14	\$17.92	\$25.15
Combined / Variable + Base	5	9	\$21.78	\$22.20	\$20.43	\$21.92	\$25.14	\$17.92	\$25.15

### 16.05: Mental Health Therapist (Licensed)

Provides a wide array of mental health and social work functions such as assessment interviews, case evaluation, client counseling, and treatment plans or other social services to individuals, groups or families involving complex mental health problems. Maintains proper records according to organization, state, and federal guidelines. Requires Master's Degree in social work, psychology, marriage and family therapy, mental health counseling or closely related field. State licenses include: LASW, LICSW, LMHC, LMFT.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	58	\$51,893	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725
<b>Geographic Area</b>									
Mid-Willamette	5	58	\$51,893	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725
- Total Willamette	5	58	\$51,893	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	2	16	-	-	-	-	-	-	-
250+ Employees	2	41	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	16	-	-	-	-	-	-	-
Over \$25 million	2	41	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	41	-	-	-	-	-	-	-
Social Services	3	17	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	57	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	18	-	**	-	-	-	-	-
Highest Pay	4	18	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	58	\$51,892	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725
Combined / Variable + Base	5	58	\$51,892	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725

### 16.06: Mental Health Professional (MHP)

Provides mental health and counseling services. Requires a Master's Degree and 2 years of experience supervised by a Mental Health Professional, but not licensed.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	127	\$44,320	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452
<b>Geographic Area</b>									
Mid-Willamette	5	127	\$44,320	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452
- Total Willamette	5	127	\$44,320	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452
<b>Employment Size</b>									
1 to 24 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	2	27	-	-	-	-	-	-	-
250+ Employees	1	98	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	27	-	-	-	-	-	-	-
Over \$25 million	1	98	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	99	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	2	27	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	3	119	-	-	-	-	-	-	-
Heavy Match	2	8	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	28	-	**	-	-	-	-	-
Highest Pay	3	28	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	127	\$44,316	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452
Combined / Variable + Base	5	127	\$44,316	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452

### 16.09: Caseworker/Case Manager I

Entry level case manager position. Provides case management services to clients with physical, mental, social, financial, and/or psychosocial needs. Assesses and determines appropriate and available services for clients. Develops action plans and goals with client, connects client with additional resources. Gives advice on life skills, with the goal of helping clients become independent. May work with the families of clients. Typically requires a Bachelor's or Associate's Degree and 1+ year of experience.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	44	\$16.81	\$16.78	\$16.46	\$17.15	\$17.50	\$15.24	\$18.11
<b>Geographic Area</b>									
Portland Metro	1	7	-	-	-	-	-	-	-
Mid-Willamette	4	37	-	-	-	-	-	-	-
- Total Willamette	5	44	\$16.81	\$16.78	\$16.46	\$17.15	\$17.50	\$15.24	\$18.11
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	1	7	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	7	-	-	-	-	-	-	-
250+ Employees	1	28	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	7	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	7	-	-	-	-	-	-	-
Over \$25 million	1	28	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	28	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	7	-	-	-	-	-	-	-
Youth Recreation	1	7	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	36	-	-	-	-	-	-	-
Heavy Match	1	7	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	16	-	**	-	-	-	-	-
Highest Pay	4	16	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	44	\$16.81	\$16.78	\$16.46	\$17.15	\$17.50	\$15.24	\$18.11
Combined / Variable + Base	5	44	\$16.81	\$16.78	\$16.46	\$17.15	\$17.50	\$15.24	\$18.11

### 16.16: Social Services Manager

Manager of professional and paraprofessional social work staff. Plans department work, assigns caseloads, supervises, and coordinates the activities of social services workers and volunteers. Participates in the development of overall goals, objectives, and policies of the social services program. May provide training on procedures, policies, and regulations. May assist on more difficult cases. Evaluates performance and provides feedback to staff members. Typically requires a Bachelor's or Master's Degree and 3+ years of professional experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	5	13	\$47,879	\$48,464	\$38,400	\$49,962	\$53,333	\$32,160	\$63,153
<b>Geographic Area</b>									
Portland Metro	1	2	-	-	-	-	-	-	-
Mid-Willamette	4	11	-	-	-	-	-	-	-
- Total Willamette	5	13	\$47,879	\$48,464	\$38,400	\$49,962	\$53,333	\$32,160	\$63,153
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	7	-	-	-	-	-	-	-
250+ Employees	1	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	9	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Education / School / Research	1	2	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	2	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	7	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	4	11	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	10	-	**	-	-	-	-	-
Highest Pay	3	10	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	13	\$47,877	\$48,464	\$38,400	\$49,962	\$53,333	\$32,160	\$63,153
Combined / Variable + Base	5	13	\$47,877	\$48,464	\$38,400	\$49,962	\$53,333	\$32,160	\$63,153

### 16.17: Community Outreach Coordinator

Provides direct services and education to community about risk factors associated with violence, alcohol and other drug abuse. Connects people in vulnerable populations to information, resources and other community members. May conduct outreach services. May organize and facilitate community involvement. May provide advocacy, language and cultural support. May provide interpretation or translation services. May facilitate community-building efforts. Typically requires a Bachelor's or Associate's Degree and 2 years of experience. Other Title: Community Health Educator.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	23	\$16.56	\$16.37	\$13.50	\$18.40	\$18.60	\$12.90	\$19.31
<b>Geographic Area</b>									
Portland Metro	3	21	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	5	23	\$16.56	\$16.37	\$13.50	\$18.40	\$18.60	\$12.90	\$19.31
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
25 to 49 Employees	2	6	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	15	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	2	6	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	1	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
Over \$25 million	1	15	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	16	-	-	-	-	-	-	-
Social Services	1	5	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	2	6	-	-	-	-	-	-	-
Heavy Match	2	16	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	4	8	-	**	-	-	-	-	-
Highest Pay	4	8	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	15	-	-	-	-	-	-	-
Receiving / Variable Amount	1	15	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	15	-	-	-	-	-	-	-
Receiving / Variable + Base	1	15	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	8	-	-	-	-	-	-	-
Combined / Variable + Base	5	23	\$17.47	\$16.91	\$13.50	\$18.60	\$19.79	\$12.90	\$21.70

### 16.18: Job Developer/Employment Specialist

Locates/develops job openings for placement of clients by phone, mail and/or personal visits. May coach with job skills. May accompany clients at the work site as necessary.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	36	\$15.98	\$15.96	\$15.25	\$15.45	\$15.59	\$14.80	\$17.70
<b>Geographic Area</b>									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	4	35	-	-	-	-	-	-	-
- Total Willamette	5	36	\$15.98	\$15.96	\$15.25	\$15.45	\$15.59	\$14.80	\$17.70
<b>Employment Size</b>									
1 to 24 Employees	1	2	-	-	-	-	-	-	-
25 to 49 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	3	33	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	16	-	-	-	-	-	-	-
Over \$25 million	2	17	-	-	-	-	-	-	-
<b>Industry</b>									
Healthcare / Mental Health Services	2	22	-	-	-	-	-	-	-
Social Services	2	13	-	-	-	-	-	-	-
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	4	25	-	-	-	-	-	-	-
Heavy Match	1	11	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	34	-	-	-	-	-	-	-
Combined / Variable + Base	5	36	\$16.03	\$15.97	\$15.25	\$15.45	\$15.59	\$14.94	\$17.70



### 17.01: Program Director

Directs and monitors a major program or group of programs sponsored by the organization and/or administration associated with giving or receiving grants. Administers programs that are of significant magnitude of scope in relationship to the overall organization. Establishes and maintains good working relationships with agencies serving the client populations. Supervises program staff. Typically requires a Bachelor's or Master's Degree and 8+ years of experience, or equivalent. Other Title: Chief Program Officer.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	38	74	\$69,573	\$70,374	\$53,024	\$65,038	\$80,756	\$44,512	\$104,651
<b>Geographic Area</b>									
Portland Metro	13	25	\$60,888	\$60,404	\$50,000	\$60,000	\$68,619	\$44,756	\$83,208
Mid-Willamette	22	41	\$73,427	\$76,359	\$53,775	\$68,393	\$82,152	\$45,117	\$111,911
- Total Willamette	35	66	\$68,770	\$70,315	\$51,414	\$61,867	\$79,505	\$44,450	\$105,303
Surrounding Areas	3	8	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	18	27	\$60,576	\$59,536	\$50,675	\$60,000	\$68,358	\$40,907	\$75,605
25 to 49 Employees	6	11	\$64,974	\$57,542	\$48,236	\$57,668	\$66,799	\$45,445	\$91,810
50 to 99 Employees	3	15	-	-	-	-	-	-	-
100 to 249 Employees	7	9	\$72,455	\$73,042	\$60,064	\$75,095	\$83,384	\$47,823	\$91,188
250+ Employees	4	12	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	2	-	-	-	-	-	-	-
\$501 to \$999k	4	8	-	-	-	-	-	-	-
\$1 to \$2.9 million	8	9	\$64,359	\$69,714	\$52,998	\$58,500	\$66,978	\$45,608	\$93,265
\$3 to \$4.9 million	10	19	\$59,486	\$57,233	\$50,675	\$62,038	\$68,214	\$46,142	\$70,158
\$5 to \$9.9 million	4	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	5	15	\$79,671	\$88,400	\$75,095	\$82,200	\$84,760	\$60,115	\$97,607
Over \$25 million	6	16	\$92,168	\$80,938	\$71,750	\$79,505	\$98,502	\$68,000	\$129,000
<b>Industry</b>									
Arts, Culture, & Humanities	1	3	-	-	-	-	-	-	-
Child Care / Child Welfare	2	4	-	-	-	-	-	-	-
Community / Economic Development	1	5	-	-	-	-	-	-	-
Education / School / Research	7	8	\$83,836	\$77,257	\$65,826	\$70,000	\$100,000	\$49,600	\$130,600
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	1	1	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	6	-	-	-	-	-	-	-
Healthcare / Mental Health Services	6	14	\$75,267	\$74,396	\$64,501	\$78,648	\$84,120	\$52,772	\$94,380
Housing / Shelter	3	5	-	-	-	-	-	-	-
Municipality	2	3	-	-	-	-	-	-	-
Professional Association	4	6	-	-	-	-	-	-	-
Religious	2	3	-	-	-	-	-	-	-
Social Services	6	13	\$50,300	\$55,726	\$47,237	\$50,064	\$53,030	\$40,838	\$59,998
Youth Recreation	1	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	5	7	\$57,292	\$53,659	\$50,000	\$50,128	\$57,000	\$46,745	\$73,656
Good Match	24	47	\$64,815	\$69,107	\$52,025	\$61,155	\$71,750	\$43,609	\$95,241
Heavy Match	9	20	\$89,083	\$79,201	\$67,000	\$75,095	\$104,000	\$65,615	\$122,800
<b>Range of Pay</b>									
Lowest Pay	11	28	\$56,111	**	\$46,384	\$60,000	\$69,061	\$30,000	\$74,006
Highest Pay	11	28	\$75,122	**	\$56,810	\$80,000	\$88,728	\$50,000	\$94,416
<b>Total Compensation</b>									
Receiving / Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable Amount	2	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable + Base	2	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	36	70	\$69,770	\$70,362	\$52,057	\$65,038	\$82,056	\$44,470	\$105,086
Combined / Variable + Base	38	74	\$69,658	\$70,477	\$53,024	\$65,038	\$80,835	\$44,512	\$104,651

## 17.02: Program Supervisor

This is an advanced professional with leadership responsibility for coordinating and monitoring programs, such as of social programs, education programs, recreation activities, public service research or other activities. May administer one or multiple programs. May solicit, administer and monitor grants programs. Typically provides work direction, monitoring performance and recommending personnel actions. May report to a Manager or Director level. Typically requires a Bachelor's Degree and 4+ years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	6	61	\$54,341	\$55,411	\$45,401	\$53,303	\$63,750	\$38,500	\$71,219
<b>Geographic Area</b>									
Portland Metro	1	5	-	-	-	-	-	-	-
Mid-Willamette	5	56	\$56,209	\$58,130	\$46,605	\$60,000	\$65,000	\$37,842	\$72,463
- Total Willamette	6	61	\$54,341	\$55,411	\$45,401	\$53,303	\$63,750	\$38,500	\$71,219
<b>Employment Size</b>									
1 to 24 Employees	4	9	-	-	-	-	-	-	-
100 to 249 Employees	1	4	-	-	-	-	-	-	-
250+ Employees	1	48	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	5	-	-	-	-	-	-	-
\$10 to \$24.9 million	1	4	-	-	-	-	-	-	-
Over \$25 million	1	48	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	50	-	-	-	-	-	-	-
Housing / Shelter	1	5	-	-	-	-	-	-	-
Social Services	2	5	-	-	-	-	-	-	-
<b>Match Degree</b>									
Good Match	3	54	-	-	-	-	-	-	-
Heavy Match	3	7	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	7	-	**	-	-	-	-	-
Highest Pay	3	7	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	6	61	\$54,340	\$55,411	\$45,401	\$53,303	\$63,750	\$38,500	\$71,219
Combined / Variable + Base	6	61	\$54,340	\$55,411	\$45,401	\$53,303	\$63,750	\$38,500	\$71,219

### 17.03: Program Manager

Develops and manages programs or services sponsored by the organization such as social programs, education programs, recreation activities, public service research or other activities. May administer one or more programs that are of significant scope. Work may include soliciting, administering and monitoring of grants programs or receipt and implementation of grants. Oversees project deliverables and typically supervises program staff. May be an individual contributor in smaller organizations. Typically requires a Bachelor's Degree and 3-5 years of experience, or equivalent.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	19	117	\$57,781	\$57,121	\$44,241	\$52,885	\$71,057	\$38,766	\$78,226
<b>Geographic Area</b>									
Portland Metro	6	25	\$59,268	\$65,563	\$44,454	\$51,209	\$71,279	\$40,835	\$85,758
Mid-Willamette	12	91	\$56,853	\$56,874	\$44,125	\$52,576	\$71,029	\$39,169	\$76,411
- Total Willamette	18	116	\$57,658	\$57,096	\$43,862	\$52,576	\$71,086	\$38,694	\$78,839
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	5	18	\$55,658	\$56,737	\$45,000	\$52,267	\$71,000	\$41,346	\$71,069
25 to 49 Employees	5	19	\$45,118	\$45,072	\$41,500	\$43,482	\$47,368	\$39,513	\$51,977
50 to 99 Employees	2	2	-	-	-	-	-	-	-
100 to 249 Employees	5	27	\$64,189	\$67,845	\$49,917	\$63,512	\$76,690	\$41,567	\$87,572
250+ Employees	2	51	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	3	12	-	-	-	-	-	-	-
\$3 to \$4.9 million	5	22	\$44,705	\$44,248	\$41,500	\$43,482	\$47,368	\$39,946	\$50,307
\$5 to \$9.9 million	2	3	-	-	-	-	-	-	-
\$10 to \$24.9 million	6	28	\$66,324	\$68,172	\$53,316	\$70,101	\$76,922	\$42,959	\$85,914
Over \$25 million	3	52	-	-	-	-	-	-	-
<b>Industry</b>									
Education / School / Research	2	9	-	-	-	-	-	-	-
Food Bank / Food Service	2	6	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	5	73	\$66,451	\$67,782	\$52,885	\$63,512	\$71,114	\$51,104	\$85,342
Professional Association	2	3	-	-	-	-	-	-	-
Religious	1	5	-	-	-	-	-	-	-
Social Services	5	19	\$53,012	\$53,127	\$45,000	\$47,368	\$60,000	\$39,600	\$70,014
Youth Recreation	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	15	106	\$59,232	\$58,431	\$46,184	\$55,049	\$71,057	\$40,306	\$80,678
Heavy Match	2	6	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	8	30	\$51,259	**	\$38,436	\$49,671	\$62,466	\$33,834	\$68,550
Highest Pay	8	30	\$74,430	**	\$48,142	\$77,157	\$93,175	\$45,235	\$101,856
<b>Total Compensation</b>									
Not Receiving / Base Pay	19	117	\$57,781	\$57,121	\$44,241	\$52,885	\$71,057	\$38,766	\$78,226
Combined / Variable + Base	19	117	\$57,781	\$57,121	\$44,241	\$52,885	\$71,057	\$38,766	\$78,226

### 17.04: Program Coordinator

Implements and monitors specific organization programs or projects. May coordinate one or multiple programs. May supervise small team in providing direct services, such as social programs, education programs, recreation activities, public service research or other activities. Responsible for ensuring that program activities as implemented are in line with the stated objectives for a project. Work may include soliciting, administering and monitoring of grants programs or receipt and implementation of grants.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	15	46	\$20.90	\$20.10	\$16.26	\$19.32	\$26.27	\$14.60	\$29.58
<b>Geographic Area</b>									
Portland Metro	6	30	\$19.67	\$19.12	\$15.78	\$17.97	\$22.84	\$14.75	\$26.27
Mid-Willamette	8	15	\$21.86	\$22.03	\$17.49	\$19.37	\$28.96	\$14.73	\$30.61
- Total Willamette	14	45	\$20.92	\$20.09	\$16.08	\$19.07	\$27.40	\$14.45	\$29.75
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	8	29	\$20.07	\$20.11	\$15.13	\$18.97	\$25.15	\$13.41	\$28.52
25 to 49 Employees	3	10	-	-	-	-	-	-	-
50 to 99 Employees	1	3	-	-	-	-	-	-	-
100 to 249 Employees	2	3	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	1	1	-	-	-	-	-	-	-
\$501 to \$999k	3	8	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	3	-	-	-	-	-	-	-
\$3 to \$4.9 million	4	24	-	-	-	-	-	-	-
\$5 to \$9.9 million	2	4	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	5	-	-	-	-	-	-	-
Over \$25 million	1	1	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	4	9	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Food Bank / Food Service	2	7	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	2	-	-	-	-	-	-	-
Housing / Shelter	2	17	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Youth Recreation	1	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	3	5	-	-	-	-	-	-	-
Good Match	11	39	\$21.35	\$20.22	\$15.70	\$18.03	\$28.52	\$14.00	\$30.28
Heavy Match	1	2	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	8	16	\$17.48	**	\$15.78	\$17.19	\$19.32	\$13.93	\$21.33
Highest Pay	8	16	\$24.41	**	\$22.35	\$23.56	\$28.27	\$17.77	\$31.64
<b>Total Compensation</b>									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	44	\$20.67	\$19.92	\$16.08	\$19.07	\$26.54	\$14.45	\$29.75
Combined / Variable + Base	15	46	\$20.91	\$20.11	\$16.26	\$19.32	\$26.37	\$14.60	\$29.58

### 17.05: Program Assistant

Assists and supports the implementation of organization programs, such social programs, education programs, recreation activities, public service research or other activities. Provides general administrative support and customer service to all clients. Duties include correspondence, mailings, filing, inputting and maintaining computer databases. Work may include soliciting, administering and monitoring of grants programs or receipt and implementation of grants. Entry-level position, typically requiring a Bachelor's Degree.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	15	49	\$18.40	\$19.32	\$15.70	\$19.23	\$20.95	\$11.43	\$23.33
<b>Geographic Area</b>									
Portland Metro	6	23	\$19.34	\$19.32	\$16.85	\$19.10	\$21.42	\$14.23	\$24.70
Mid-Willamette	8	25	\$17.56	\$19.33	\$14.00	\$18.85	\$20.15	\$11.01	\$23.02
- Total Willamette	14	48	\$18.32	\$19.32	\$15.35	\$18.85	\$21.42	\$11.33	\$23.43
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	7	9	\$16.41	\$16.03	\$13.01	\$16.40	\$18.85	\$11.01	\$21.03
25 to 49 Employees	4	20	-	-	-	-	-	-	-
100 to 249 Employees	3	11	-	-	-	-	-	-	-
250+ Employees	1	9	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
Under \$500k	2	3	-	-	-	-	-	-	-
\$1 to \$2.9 million	2	2	-	-	-	-	-	-	-
\$3 to \$4.9 million	5	20	\$17.61	\$17.37	\$16.40	\$18.20	\$18.46	\$15.56	\$19.38
\$5 to \$9.9 million	2	4	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	10	-	-	-	-	-	-	-
Over \$25 million	2	10	-	-	-	-	-	-	-
<b>Industry</b>									
Arts, Culture, & Humanities	1	1	-	-	-	-	-	-	-
Education / School / Research	2	3	-	-	-	-	-	-	-
Food Bank / Food Service	1	3	-	-	-	-	-	-	-
Healthcare / Mental Health Services	3	18	-	-	-	-	-	-	-
Housing / Shelter	1	1	-	-	-	-	-	-	-
Professional Association	2	3	-	-	-	-	-	-	-
Religious	1	1	-	-	-	-	-	-	-
Social Services	3	16	-	-	-	-	-	-	-
Youth Recreation	1	3	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	9	31	\$17.77	\$19.56	\$16.40	\$19.23	\$20.00	\$11.01	\$22.06
Heavy Match	5	16	\$17.71	\$17.64	\$15.00	\$18.46	\$19.30	\$13.24	\$21.96
<b>Range of Pay</b>									
Lowest Pay	7	20	\$17.22	**	\$12.97	\$17.05	\$20.25	\$10.20	\$23.50
Highest Pay	7	20	\$22.19	**	\$19.71	\$23.74	\$26.31	\$16.22	\$27.31
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	48	\$18.54	\$19.38	\$15.80	\$19.26	\$21.42	\$11.33	\$23.43
Combined / Variable + Base	15	49	\$18.41	\$19.33	\$15.76	\$19.23	\$20.95	\$11.43	\$23.33

### 18.02: Volunteer Services Manager

Markets and increases access to volunteer programs to build the volunteer pool. Provides engaging, useful training, tasks, and projects for volunteers, and strives to retain and reward them. Assess organizational needs and strategies for meeting those needs with volunteers. Schedules and communicates with volunteers to increase efficiency and project completion. Typically requires a Bachelor's Degree and 2-4 years of related experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
Total Responses	7	8	\$50,000	\$48,875	\$42,250	\$46,800	\$51,771	\$39,400	\$63,687
<b>Geographic Area</b>									
Portland Metro	2	3	-	-	-	-	-	-	-
Mid-Willamette	5	5	\$50,993	\$50,993	\$43,500	\$46,800	\$49,504	\$39,600	\$66,698
- Total Willamette	7	8	\$50,000	\$48,875	\$42,250	\$46,800	\$51,771	\$39,400	\$63,687
<b>Employment Size</b>									
1 to 24 Employees	2	3	-	-	-	-	-	-	-
25 to 49 Employees	2	2	-	-	-	-	-	-	-
50 to 99 Employees	1	1	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	1	1	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$1 to \$2.9 million	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	3	4	-	-	-	-	-	-	-
\$10 to \$24.9 million	3	3	-	-	-	-	-	-	-
<b>Industry</b>									
Food Bank / Food Service	2	2	-	-	-	-	-	-	-
Foundation / Philanthropy / Fundraising	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	1	1	-	-	-	-	-	-	-
Housing / Shelter	2	3	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	6	\$44,468	\$43,890	\$41,000	\$43,500	\$46,800	\$38,600	\$51,143
Heavy Match	1	1	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	7	\$45,306	\$44,692	\$41,625	\$45,150	\$48,828	\$39,000	\$51,771
Combined / Variable + Base	7	8	\$50,143	\$49,000	\$42,250	\$46,800	\$51,771	\$39,400	\$64,087

### 18.03: Volunteer Coordinator

Recruits and trains new volunteers. Coordinates the work schedules of volunteers on projects or daily activities. Maintains volunteer database. Performs appropriate background check. Records volunteer time and follows up with recognition and acknowledgement. Typically requires some training beyond high school and 0-2 years of experience. Other Titles: Community Outreach Coordinator; Mentor/Volunteer Coordinator.

					Interquartile Ranges			Extremes	
	No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
Total Responses	5	6	\$16.77	\$16.56	\$15.51	\$17.43	\$18.00	\$14.90	\$18.26
<b>Geographic Area</b>									
Mid-Willamette	4	5	-	-	-	-	-	-	-
- Total Willamette	4	5	-	-	-	-	-	-	-
Surrounding Areas	1	1	-	-	-	-	-	-	-
<b>Employment Size</b>									
1 to 24 Employees	1	1	-	-	-	-	-	-	-
50 to 99 Employees	1	2	-	-	-	-	-	-	-
100 to 249 Employees	1	1	-	-	-	-	-	-	-
250+ Employees	2	2	-	-	-	-	-	-	-
<b>Annual Operating Budget</b>									
\$501 to \$999k	1	1	-	-	-	-	-	-	-
\$3 to \$4.9 million	1	2	-	-	-	-	-	-	-
\$5 to \$9.9 million	1	1	-	-	-	-	-	-	-
\$10 to \$24.9 million	2	2	-	-	-	-	-	-	-
<b>Industry</b>									
Child Care / Child Welfare	1	2	-	-	-	-	-	-	-
Education / School / Research	1	1	-	-	-	-	-	-	-
Elder Care	1	1	-	-	-	-	-	-	-
Healthcare / Mental Health Services	2	2	-	-	-	-	-	-	-
<b>Match Degree</b>									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	5	-	-	-	-	-	-	-
<b>Range of Pay</b>									
Lowest Pay	3	4	-	**	-	-	-	-	-
Highest Pay	3	4	-	**	-	-	-	-	-
<b>Total Compensation</b>									
Not Receiving / Base Pay	5	6	\$16.77	\$16.56	\$15.51	\$17.43	\$18.00	\$14.90	\$18.26
Combined / Variable + Base	5	6	\$16.77	\$16.56	\$15.51	\$17.43	\$18.00	\$14.90	\$18.26

## **OVERALL DATA SUMMARY**



## Guide to Overall Data Summary

*NOTE: The following titles and definitions correspond with the column titles on the following report. This table summarizes the overall base pay practices (all participants combined) for each position. Each line of data includes base pay data for all participants, representing all industries, geographic areas, and organization sizes.*

**1 Survey Code and Title**

The survey code reference number and title. Jobs are listed in code number order. Please refer to the appropriate survey job description summary to determine the degree to which your job matches.

**2 Number of Organizations (No. of Orgs)**

The number of respondents that supplied data on the job within a given analysis group. (Some companies provided data for more than one location.)

**3 Number of Employees (No. of EEs)**

The number of employees reported for the job within a given analysis group.

**4 Simple Average**

This average is calculated as follows:

Total of the average amounts paid by each respondent divided by the number of respondents in the sample.

This method of calculation gives equal weight to the amounts paid by each respondent without regard to the number of employees in each organization. It may be useful for analyzing pay practices while reducing the impact of large respondents on an analysis group.

**5 Weighted Average**

This average is calculated as follows:

**Total of the amounts** paid to all employees in the sample divided by the **total number** of employees.

This method may reflect the impact of respondents that have many employees in a given job.

**6 Interquartile Range -- 25%**

The 25th percentile of the sample. The average amounts paid by 25% of the respondents **are less** than this amount.

**7 Interquartile Range -- Median**

The median or 50th percentile of the sample. The average amounts paid by half of the respondents are more than this amount and half are less.

**8 Interquartile Range -- 75%**

The 75th percentile of the sample. The average amounts paid by 75% of the respondents **are more** than this amount.

**9 Extremes -- 10%**

The 10th percentile of the sample. The average amounts paid by 10% of the respondents **are less** than this amount.

**10 Extremes -- 90%**

The 90th percentile of the sample. The average amounts paid by 90% of the respondents **are more** than this amount.

## Overall Data Summary

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
ADMINISTRATIVE SERVICES									
1.01: Executive Director	84	124	\$128,563	\$116,790	\$76,382	\$100,000	\$153,500	\$61,244	\$193,437
1.02: Second Highest Position or Deputy/Associate	23	27	\$123,698	\$117,182	\$93,415	\$109,700	\$133,830	\$64,000	\$188,922
1.03: Director/VP of Quality Improvement	9	9	\$89,758	\$89,758	\$60,965	\$79,766	\$100,000	\$53,779	\$126,602
1.04: Director of Operations	15	16	\$111,207	\$112,669	\$65,150	\$75,858	\$125,490	\$54,448	\$216,124
1.05: Operations Manager	15	22	\$66,747	\$63,622	\$49,454	\$60,000	\$71,000	\$39,200	\$110,020
1.06: Administrative Services Manager	4	7	-	-	-	-	-	-	-
1.07: Office Manager/Administrator	7	10	\$45,226	\$45,101	\$40,340	\$44,616	\$46,147	\$36,998	\$53,290
1.08: Executive Assistant	28	40	\$49,468	\$50,265	\$37,440	\$49,207	\$56,553	\$33,274	\$67,875
1.09: Administrative Assistant I	32	95	\$15.55	\$16.72	\$13.50	\$15.00	\$17.45	\$11.91	\$20.38
1.10: Administrative Assistant II	29	91	\$18.29	\$17.75	\$15.93	\$17.45	\$20.24	\$13.95	\$23.51
1.11: Administrative Assistant III	17	56	\$20.47	\$21.77	\$18.00	\$20.65	\$22.44	\$14.90	\$25.85
1.12: Office Clerk	14	61	\$14.63	\$15.46	\$13.53	\$14.67	\$16.28	\$10.71	\$17.73
1.13: Receptionist/Telephone Operator	33	109	\$14.84	\$14.40	\$13.02	\$14.90	\$17.00	\$11.36	\$17.97
1.14: General Counsel	8	12	\$117,185	\$110,758	\$85,842	\$110,905	\$130,811	\$84,100	\$153,062
1.15: Project Manager	12	20	\$60,788	\$66,601	\$49,895	\$60,638	\$66,802	\$43,500	\$74,972
1.16: Project Coordinator	11	23	\$19.05	\$21.84	\$16.67	\$18.00	\$18.63	\$15.80	\$25.24
1.17: Data Analyst	6	14	\$23.64	\$28.84	\$17.09	\$18.26	\$29.57	\$15.72	\$36.94
1.18: Paralegal	4	8	-	-	-	-	-	-	-
1.19: Data Entry Operator	6	7	\$18.56	\$19.31	\$17.63	\$18.50	\$19.03	\$15.75	\$21.43
SALES / MARKETING									
2.01: Communications Director	14	15	\$90,228	\$89,513	\$74,734	\$82,250	\$111,294	\$63,006	\$124,698
2.02: Public Relations Manager	6	6	\$63,434	\$63,434	\$47,496	\$53,878	\$81,000	\$47,104	\$89,320
2.03: Business Development Manager	5	5	\$79,857	\$79,857	\$68,250	\$78,000	\$90,300	\$58,080	\$102,982
2.04: Marketing Manager	6	6	\$72,417	\$72,417	\$60,000	\$75,553	\$77,842	\$47,489	\$94,211
2.05: Public Relations Coordinator	5	5	\$47,033	\$47,033	\$36,700	\$42,000	\$56,650	\$36,580	\$60,649
2.06: Outreach Manager	2	2	-	-	-	-	-	-	-
2.07: Outreach Coordinator	5	5	\$17.20	\$17.20	\$16.00	\$17.31	\$17.55	\$15.76	\$18.75
2.08: Group Sales Coordinator	8	15	\$20.60	\$17.69	\$13.35	\$21.72	\$24.80	\$12.31	\$28.52
2.09: Graphic Artist/Specialist	7	10	\$21.90	\$20.98	\$19.62	\$20.24	\$23.83	\$18.45	\$27.88
2.10: Editor	9	11	\$65,686	\$65,925	\$43,680	\$67,000	\$84,571	\$38,384	\$90,249
2.11: Communications Specialist	8	8	\$25.66	\$25.66	\$17.80	\$26.90	\$31.93	\$16.54	\$35.21
2.12: Marketing Coordinator	7	7	\$21.84	\$21.84	\$17.14	\$19.81	\$26.48	\$15.50	\$30.73
2.13: Social Media Specialist	5	5	\$21.98	\$21.98	\$18.72	\$18.75	\$25.00	\$16.49	\$29.46
2.14: Sales/Marketing Assistant	0		-	-	-	-	-	-	-
2.15: Marketing Generalist	6	8	\$52,617	\$52,837	\$47,183	\$48,250	\$52,375	\$46,450	\$63,150
2.16: Customer Service Manager	4	8	-	-	-	-	-	-	-
2.17: Customer Service Representative I	4	39	-	-	-	-	-	-	-
2.18: Customer Service Representative II	5	23	\$19.50	\$19.58	\$18.46	\$19.23	\$20.50	\$18.33	\$20.83
2.19: Customer Service Representative III	5	10	\$22.34	\$22.36	\$22.02	\$24.04	\$24.57	\$18.50	\$24.77
2.20: Director of Sales	8	11	\$85,242	\$83,301	\$69,711	\$79,062	\$99,750	\$49,300	\$127,560
2.21: Account Manager	1	14	-	-	-	-	-	-	-
VISITOR / GUEST SERVICES									
3.01: Exhibits Manager	0		-	-	-	-	-	-	-
3.02: Guest/Visitor Services Manager	1	3	-	-	-	-	-	-	-
3.03: Guest/Visitor Services Assistant	0		-	-	-	-	-	-	-
3.04: Cashier	4	88	-	-	-	-	-	-	-

## Overall Data Summary

				Interquartile Ranges			Extremes	
No. of Orgs	No. of EEs	Simple Average	Weighted Average	25%	Median	75%	10th%	90th%
5	15	\$43,755	\$46,636	\$30,160	\$42,269	\$45,053	\$26,464	\$64,396
2	12	-	-	-	-	-	-	-
0		-	-	-	-	-	-	-
2	4	-	-	-	-	-	-	-
10	10	\$99,241	\$99,241	\$82,975	\$103,606	\$120,150	\$59,775	\$129,749
13	14	\$81,047	\$83,544	\$63,500	\$80,537	\$99,470	\$47,840	\$113,100
1	1	-	-	-	-	-	-	-
11	22	\$73,814	\$76,378	\$58,500	\$67,288	\$86,007	\$51,408	\$102,000
9	16	\$70,188	\$75,663	\$45,000	\$68,724	\$88,827	\$43,960	\$94,171
16	21	\$66,602	\$68,669	\$53,227	\$67,331	\$75,860	\$49,095	\$85,573
6	7	\$59,675	\$61,878	\$52,827	\$57,654	\$65,850	\$49,920	\$71,450
15	27	\$19.87	\$21.30	\$16.00	\$20.45	\$22.87	\$14.93	\$25.72
1	1	-	-	-	-	-	-	-
6	6	\$58,321	\$58,321	\$45,345	\$56,327	\$70,798	\$42,563	\$76,073
5	6	\$18.24	\$17.92	\$16.35	\$17.65	\$20.33	\$13.74	\$23.04
6	9	\$20.74	\$21.27	\$19.38	\$20.67	\$22.16	\$16.46	\$25.09
6	14	\$74,253	\$82,323	\$67,907	\$77,814	\$82,174	\$57,580	\$87,366
26	27	\$89,007	\$87,951	\$62,857	\$76,687	\$105,075	\$57,000	\$130,436
8	11	\$67,597	\$71,705	\$45,600	\$51,920	\$84,135	\$39,989	\$102,468
4	4	-	-	-	-	-	-	-
0		-	-	-	-	-	-	-
4	4	-	-	-	-	-	-	-
5	5	\$48,815	\$48,815	\$37,211	\$38,000	\$57,664	\$33,604	\$71,066
10	10	\$54,240	\$54,240	\$44,214	\$51,023	\$60,625	\$42,818	\$72,439
19	23	\$20.79	\$20.55	\$17.80	\$19.79	\$23.12	\$16.28	\$26.50
10	10	\$18.19	\$18.19	\$17.36	\$18.51	\$19.05	\$14.51	\$20.68
5	5	\$18.18	\$18.18	\$14.00	\$17.44	\$17.75	\$13.46	\$24.26
5	5	\$53,201	\$53,201	\$42,000	\$50,000	\$64,000	\$37,802	\$70,600
0		-	-	-	-	-	-	-
0		-	-	-	-	-	-	-
3	44	-	-	-	-	-	-	-
0		-	-	-	-	-	-	-
4	7	-	-	-	-	-	-	-
0		-	-	-	-	-	-	-
5	8	\$55,300	\$56,438	\$45,000	\$50,000	\$51,501	\$45,000	\$71,600
2	14	-	-	-	-	-	-	-
1	2	-	-	-	-	-	-	-
6	102	\$10.89	\$10.94	\$10.77	\$11.00	\$11.27	\$10.22	\$11.45
4	61	-	-	-	-	-	-	-
1	2	-	-	-	-	-	-	-
3	56	-	-	-	-	-	-	-

## Overall Data Summary

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
EDUCATION (continued)									
6.10: Teacher (Master's Degree)	2	92	-	-	-	-	-	-	-
6.11: Special Education Teacher (Bachelor's Degree)	1	1	-	-	-	-	-	-	-
6.12: Special Education Teacher (Master's Degree)	0		-	-	-	-	-	-	-
6.13: Behavioral Management Aide	1	3	-	-	-	-	-	-	-
6.14: School Social Worker	1	3	-	-	-	-	-	-	-
STUDIES / RESEARCH									
7.01: Director of Studies	3	3	-	-	-	-	-	-	-
7.02: Studies Manager	1	3	-	-	-	-	-	-	-
7.03: Research Assistant	2	2	-	-	-	-	-	-	-
FINANCE / ACCOUNTING									
8.01: Finance Director	28	28	\$114,322	\$114,322	\$71,630	\$90,882	\$140,090	\$63,360	\$177,296
8.02: Finance Manager	6	7	\$91,414	\$96,205	\$70,801	\$92,660	\$109,932	\$61,923	\$119,661
8.03: Controller	11	11	\$84,896	\$84,896	\$74,741	\$91,374	\$98,695	\$50,000	\$100,172
8.04: Assistant Controller	6	9	\$62,562	\$60,593	\$53,375	\$64,003	\$71,956	\$44,424	\$79,259
8.05: Accounting Supervisor	0		-	-	-	-	-	-	-
8.06: Accounting Manager	15	16	\$68,503	\$68,639	\$52,584	\$66,000	\$79,754	\$44,208	\$100,228
8.07: Financial Analyst	5	8	\$68,756	\$66,618	\$53,549	\$59,516	\$89,200	\$49,270	\$92,739
8.08: Accountant I	5	10	\$48,728	\$47,914	\$45,000	\$46,364	\$55,162	\$40,200	\$58,132
8.09: Accountant II	10	12	\$57,188	\$55,549	\$49,249	\$55,754	\$64,942	\$47,772	\$71,352
8.10: Accountant III	17	20	\$67,667	\$65,753	\$53,394	\$64,000	\$75,122	\$47,484	\$88,445
8.11: Bookkeeper	12	13	\$21.03	\$21.25	\$15.67	\$18.65	\$21.71	\$15.02	\$34.35
8.12: Grant Accountant	0		-	-	-	-	-	-	-
8.13: Accounting Clerk/Account Assistant	19	36	\$18.69	\$18.81	\$15.91	\$18.16	\$20.30	\$15.44	\$24.39
8.14: Accounts Payable Clerk	16	25	\$19.22	\$18.71	\$16.85	\$18.25	\$21.01	\$15.33	\$21.64
8.15: Accounts Receivable Clerk	11	17	\$21.62	\$20.18	\$18.25	\$20.12	\$23.46	\$16.00	\$30.49
8.16: Billing Clerk	6	22	\$15.85	\$16.14	\$15.18	\$16.07	\$16.14	\$14.56	\$16.91
8.17: Contracts & Receivables Coordinator	0		-	-	-	-	-	-	-
8.18: Payroll Clerk	19	24	\$21.16	\$20.52	\$17.97	\$21.11	\$24.94	\$15.92	\$25.86
8.19: Payroll Administrator	10	10	\$52,647	\$52,647	\$46,593	\$53,190	\$59,436	\$44,319	\$62,019
RESTAURANT / FOOD PREPARATION & SERVICE									
9.01: Food Services Manager	5	7	\$53,655	\$54,701	\$40,560	\$55,000	\$57,315	\$40,464	\$67,926
9.02: Food Services Supervisor	5	8	\$16.95	\$16.24	\$16.24	\$16.45	\$16.53	\$14.00	\$20.44
9.03: Restaurant Manager	0		-	-	-	-	-	-	-
9.04: Chef	4	5	-	-	-	-	-	-	-
9.05: Cook	11	62	\$13.77	\$13.77	\$12.47	\$13.39	\$14.83	\$12.23	\$15.76
9.06: Food Preparation Worker	9	73	\$12.09	\$11.54	\$11.34	\$11.84	\$12.31	\$10.99	\$13.12
9.07: Dishwasher	5	14	\$10.93	\$10.60	\$10.01	\$10.92	\$11.65	\$9.85	\$12.04
RESIDENTIAL / GROUP SHELTER									
10.01: Director of Residential Services	7	10	\$55,858	\$57,161	\$52,345	\$60,000	\$62,400	\$44,974	\$64,925
10.02: Shelter/Housing/Residential Manager	6	104	\$39,986	\$44,266	\$34,424	\$36,880	\$44,868	\$33,977	\$49,100
10.03: Shelter/Housing/Residential Supervisor	2	37	-	-	-	-	-	-	-
10.04: Eligibility Specialist	2	2	-	-	-	-	-	-	-
10.05: Housing Property Director	0		-	-	-	-	-	-	-
10.06: Housing Property Manager	0		-	-	-	-	-	-	-

## Overall Data Summary

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
RESIDENTIAL / GROUP SHELTER (continued)									
10.07: Residential Child & Youth Worker	3	511	-	-	-	-	-	-	-
10.08: Residential Adult Care Worker	5	395	\$13.35	\$11.99	\$11.48	\$12.61	\$14.25	\$11.19	\$16.14
10.09: Housing Social Service Specialist	6	9	\$19.02	\$19.05	\$17.11	\$17.98	\$20.49	\$16.00	\$23.08
10.10: Housing Developer	0		-	-	-	-	-	-	-
10.11: Housing Clerk	5	8	\$17.01	\$16.56	\$16.05	\$17.00	\$18.43	\$15.12	\$18.81
HUMAN RESOURCES									
11.01: Human Resources Director	24	24	\$86,727	\$86,727	\$64,096	\$82,450	\$97,328	\$56,000	\$113,885
11.02: Human Resources Manager	13	14	\$76,421	\$75,277	\$60,400	\$76,502	\$90,286	\$44,040	\$113,069
11.03: Human Resources Generalist	19	23	\$54,797	\$51,729	\$44,351	\$50,000	\$61,082	\$41,480	\$76,000
11.04: Human Resources Assistant	17	18	\$19.55	\$19.33	\$16.33	\$18.89	\$21.49	\$14.90	\$25.53
11.05: Training and Development Manager	5	5	\$71,710	\$71,710	\$47,320	\$67,359	\$97,069	\$47,008	\$98,828
11.06: Training and Development Specialist	4	6	-	-	-	-	-	-	-
11.07: Benefits Administrator	7	7	\$59,509	\$59,509	\$45,670	\$51,650	\$70,867	\$42,035	\$89,344
11.08: Recruiter	8	10	\$20.95	\$20.82	\$16.06	\$19.29	\$24.43	\$15.34	\$27.35
MAINTENANCE / FACILITIES / SUPPLY CHAIN									
12.01: Facilities Manager	11	11	\$74,050	\$74,050	\$53,908	\$72,471	\$86,365	\$38,400	\$112,073
12.02: Facilities Supervisor	11	14	\$47,116	\$46,658	\$35,400	\$44,720	\$57,165	\$30,264	\$66,109
12.03: Buyer	0		-	-	-	-	-	-	-
12.04: Supply and Inventory Clerk	5	10	\$14.53	\$13.92	\$13.24	\$13.78	\$14.75	\$13.10	\$16.63
12.05: Purchasing Coordinator	6	6	\$23.38	\$23.38	\$18.86	\$21.82	\$26.44	\$18.56	\$29.76
12.06: Shipping and Receiving Supervisor	0		-	-	-	-	-	-	-
12.07: Warehouse Manager	3	3	-	-	-	-	-	-	-
12.08: Materials Manager	0		-	-	-	-	-	-	-
12.09: Maintenance Manager	10	11	\$60,442	\$62,047	\$51,094	\$57,856	\$70,710	\$40,009	\$79,838
12.10: Maintenance Worker	16	54	\$16.97	\$17.17	\$15.54	\$17.16	\$18.80	\$14.31	\$19.33
12.11: Janitor/Custodian	12	95	\$12.11	\$12.71	\$10.79	\$11.29	\$13.47	\$10.43	\$14.95
12.12: Delivery Driver	5	25	\$13.26	\$13.24	\$12.82	\$14.00	\$14.28	\$11.43	\$14.52
12.13: Horticulturist	1	1	-	-	-	-	-	-	-
12.14: Grounds Supervisor	2	2	-	-	-	-	-	-	-
12.15: Landscape Laborer	12	36	\$15.10	\$15.53	\$13.33	\$15.00	\$16.73	\$11.63	\$18.48
12.16: Driver 1, No CDL	11	134	\$15.30	\$14.88	\$13.38	\$14.61	\$15.36	\$13.00	\$20.47
12.17: Security Guard	5	11	\$17.84	\$15.26	\$12.36	\$14.41	\$22.75	\$11.87	\$26.00
RECREATION									
13.01: Golf Club Manager	0		-	-	-	-	-	-	-
13.02: Health & Fitness Club Manager	0		-	-	-	-	-	-	-
13.03: Recreation Supervisor	1	1	-	-	-	-	-	-	-
13.04: Aquatics Supervisor	1	1	-	-	-	-	-	-	-
13.05: Fitness Instructor	2	3	-	-	-	-	-	-	-
13.06: Lifeguard	0		-	-	-	-	-	-	-
13.07: Camp Counselor	2	11	-	-	-	-	-	-	-
13.08: Recreation Aide	1	1	-	-	-	-	-	-	-
MEDICAL SERVICES / HEALTHCARE									
14.01: Clinic Director	4	7	-	-	-	-	-	-	-
14.02: Clinic Manager	1	9	-	-	-	-	-	-	-

## Overall Data Summary

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
MEDICAL SERVICES / HEALTHCARE (continued)									
14.03: Medical/Health Services Director	2	3	-	-	-	-	-	-	-
14.04: Physician, Board Certified	0		-	-	-	-	-	-	-
14.05: Physician's Assistant	2	7	-	-	-	-	-	-	-
14.06: Clinical Manager	0		-	-	-	-	-	-	-
14.07: Clinical Nurse Manager	0		-	-	-	-	-	-	-
14.08: Nurse Practitioner	5	21	\$127,156	\$127,989	\$111,325	\$114,400	\$132,000	\$109,389	\$154,774
14.09: Occupational Therapist	2	4	-	-	-	-	-	-	-
14.10: Occupational Therapy Assistant	0		-	-	-	-	-	-	-
14.11: Physical Therapist	2	11	-	-	-	-	-	-	-
14.12: Registered Nurse (RN)	12	67	\$32.14	\$32.64	\$30.10	\$31.31	\$32.93	\$28.06	\$35.83
14.13: Licensed Practical Nurse (LPN)	4	25	-	-	-	-	-	-	-
14.14: Certified Medical Assistant (CMA)	4	24	-	-	-	-	-	-	-
14.15: Certified Nursing Assistant (CNA)	5	120	\$14.88	\$15.04	\$13.63	\$13.69	\$16.72	\$13.52	\$16.85
14.16: Medical Records Clerk	0		-	-	-	-	-	-	-
14.17: Medical Office Assistant	0		-	-	-	-	-	-	-
14.18: Patient Registration Clerk/Scheduler	7	14	\$16.80	\$16.32	\$14.96	\$16.00	\$16.66	\$14.19	\$20.21
14.19: Dentist	0		-	-	-	-	-	-	-
14.20: Dental Assistant	0		-	-	-	-	-	-	-
14.21: Patient Account Representative	0		-	-	-	-	-	-	-
14.22: Patient Services Representative	0		-	-	-	-	-	-	-
14.23: Pharmacist	0		-	-	-	-	-	-	-
14.24: Pharmacy Technician	0		-	-	-	-	-	-	-
14.25: Speech-Language Pathologist (SLP)	1	1	-	-	-	-	-	-	-
14.26: Dietician, Nutritionist	3	4	-	-	-	-	-	-	-
14.27: Health Educator	0		-	-	-	-	-	-	-
14.28: Homemaker/Family Aide	0		-	-	-	-	-	-	-
14.29: Home Health Aide	4	377	-	-	-	-	-	-	-
ARTS AND PERFORMANCE									
15.01: Director of Art Planning/Programming	1	1	-	-	-	-	-	-	-
15.02: Technical Director	1	1	-	-	-	-	-	-	-
15.03: Theatre, House Manager	1	4	-	-	-	-	-	-	-
15.04: Production Manager	5	9	\$21.78	\$22.20	\$20.43	\$21.92	\$25.14	\$17.92	\$25.15
15.05: Production Assistant	0		-	-	-	-	-	-	-
15.06: Librarian	1	3	-	-	-	-	-	-	-
MENTAL HEALTH / SOCIAL WORK									
16.01: Psychiatrist	1	14	-	-	-	-	-	-	-
16.02: Psychiatric Nurse Practitioner	1	12	-	-	-	-	-	-	-
16.03: Psychologist (Licensed)	1	1	-	-	-	-	-	-	-
16.04: Social Worker (Licensed)	1	1	-	-	-	-	-	-	-
16.05: Mental Health Therapist (Licensed)	5	58	\$51,893	\$52,162	\$50,000	\$51,022	\$52,541	\$49,833	\$54,725
16.06: Mental Health Professional (MHP)	5	127	\$44,320	\$43,933	\$43,763	\$45,000	\$46,684	\$40,419	\$47,452
16.07: Crisis Intervention Specialist	1	40	-	-	-	-	-	-	-
16.08: Caseworker Manager/Supervisor	3	20	-	-	-	-	-	-	-
16.09: Caseworker/Case Manager I	5	44	\$16.81	\$16.78	\$16.46	\$17.15	\$17.50	\$15.24	\$18.11
16.10: Caseworker/Case Manager II	1	4	-	-	-	-	-	-	-
16.11: Case Aide	1	2	-	-	-	-	-	-	-

## Overall Data Summary

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10th%	90th%
MENTAL HEALTH / SOCIAL WORK (continued)									
16.12: Counselor	2	64	-	-	-	-	-	-	-
16.13: Substance Abuse Counselor	1	23	-	-	-	-	-	-	-
16.14: Peer Counselor	2	18	-	-	-	-	-	-	-
16.15: Social Services Director	2	4	-	-	-	-	-	-	-
16.16: Social Services Manager	5	13	\$47,879	\$48,464	\$38,400	\$49,962	\$53,333	\$32,160	\$63,153
16.17: Community Outreach Coordinator	5	23	\$16.56	\$16.37	\$13.50	\$18.40	\$18.60	\$12.90	\$19.31
16.18: Job Developer/Employment Specialist	5	36	\$15.98	\$15.96	\$15.25	\$15.45	\$15.59	\$14.80	\$17.70
16.19: Therapist	2	102	-	-	-	-	-	-	-
16.20: Clinical Therapist	3	51	-	-	-	-	-	-	-
16.21: Clinical Supervisor	2	50	-	-	-	-	-	-	-
16.22: Clinical Director	3	17	-	-	-	-	-	-	-
16.23: Family Support Specialist	3	28	-	-	-	-	-	-	-
16.24: Foster Care Licensing Specialist	0		-	-	-	-	-	-	-
16.25: Intake Coordinator	2	6	-	-	-	-	-	-	-
16.26: Access/Intake Specialist	2	3	-	-	-	-	-	-	-
16.27: Legal Advocate	0		-	-	-	-	-	-	-
PROGRAM MANAGEMENT									
17.01: Program Director	38	74	\$69,573	\$70,374	\$53,024	\$65,038	\$80,756	\$44,512	\$104,651
17.02: Program Supervisor	6	61	\$54,341	\$55,411	\$45,401	\$53,303	\$63,750	\$38,500	\$71,219
17.03: Program Manager	19	117	\$57,781	\$57,121	\$44,241	\$52,885	\$71,057	\$38,766	\$78,226
17.04: Program Coordinator	15	46	\$20.90	\$20.10	\$16.26	\$19.32	\$26.27	\$14.60	\$29.58
17.05: Program Assistant	15	49	\$18.40	\$19.32	\$15.70	\$19.23	\$20.95	\$11.43	\$23.33
VOLUNTEER SERVICES									
18.01: Volunteer Services Director	2	2	-	-	-	-	-	-	-
18.02: Volunteer Services Manager	7	8	\$50,000	\$48,875	\$42,250	\$46,800	\$51,771	\$39,400	\$63,687
18.03: Volunteer Coordinator	5	6	\$16.77	\$16.56	\$15.51	\$17.43	\$18.00	\$14.90	\$18.26
ANIMAL SERVICES									
19.01: Veterinarian	0		-	-	-	-	-	-	-
19.02: Veterinary Technician (Certified)	0		-	-	-	-	-	-	-
19.03: Veterinary Technician (Non-Certified)	0		-	-	-	-	-	-	-
19.04: Animal Care Worker	0		-	-	-	-	-	-	-
ENVIRONMENTAL / CONSERVATION									
20.01: Energy Advisor	0		-	-	-	-	-	-	-
20.02: Energy/Conservation Coordinator - Entry	1	1	-	-	-	-	-	-	-
20.03: Energy/Conservation Project/Program Manager	1	1	-	-	-	-	-	-	-
20.04: Weatherization/Energy Efficiency Specialist	1	2	-	-	-	-	-	-	-
20.05: Biologist	0		-	-	-	-	-	-	-
20.06: Forester	0		-	-	-	-	-	-	-
20.07: Conservationist	1	1	-	-	-	-	-	-	-

## **POLICY & BENEFIT SUMMARIES**



## Policy & Benefit Contents

<b>Section</b>	<b>Page</b>
Benefit Eligibility.....	152
Flexible Work Hours .....	152
Paid Time Off.....	153
Holidays .....	156
Other Time Off .....	157
Medical Benefits .....	157
Vision Insurance .....	161
Dental Insurance.....	162
Life Insurance.....	163
Short-Term Disability.....	165
Long Term Disability.....	166
Travel .....	167
Retirement.....	167
Training and Development.....	169
Tuition Reimbursement .....	170
Other Benefits .....	171
Payroll and Pay Practices.....	171

## Guide to Interpreting Policy & Benefit Summaries

The Policy & Benefit Summaries follow the format shown in the Illustration below. Each benefit element surveyed includes the following:

- ❶ The specific benefit element being addressed precedes each section of the report in bold lettering and is followed by specific questions (**Insured Health** in Illustration below).
- ❷ For each question, the number of companies responding to each benefit element is listed.
- ❸ For each question, the percent of companies responding is listed to the right.
- ❹ Each question includes a series of related response options (e.g., 1. Do you offer medical insurance to your employees? a. Yes, b. No in sample below).

### ILLUSTRATION

❶ <i>Insured Health</i>		
1) Do you offer medical insurance to your employees?	❷ Responses	❸ Percent
❹ Yes:	50	100.0%
No:	0	0.0%

## Policy and Benefit Summaries

Note: When percentages total more than 100%, multiple practices have been selected.

### Benefit Eligibility

1) How many hours is your full-time work week?	Responses	Percent
30	12	17%
31-34	2	3%
35	3	4%
36-39	6	8%
40	49	68%

2) How many hours per week are employees required to work to receive full benefits?	Responses	Percent
20-29	17	23%
30	33	45%
31-35	7	10%
36-39	3	4%
40	10	14%
No Benefits	3	4%

3) What is the waiting period to receive the following benefits?	Average # Days	Responses
Paid Time Off/Vacation	57.5	73
Medical Insurance	40.8	73
Dental Insurance	40.2	73
Vision Insurance	37.8	71
Life Insurance	40.3	70
Retirement Plan	147.4	71
Tuition Reimbursement	167.6	67
Long and Short Term Disability	34.8	67
Long Term Care Insurance	46.1	65

### Flexible Work Hours

4) Do you offer flexible work hours?	Responses	Percent
Yes	49	67%
No	24	33%

## Policy and Benefit Summaries

5) What flexible schedules do you use?	Responses	Percent
Compressed work week (i.e. 4 ten-hour days)	22	45%
Flex hours	47	96%
Work from home/telecommute	36	74%
Job sharing	5	10%
Other (see below): Tailored to children's schedules	1	2%

### Paid Time Off

6) Are part-time employees eligible for paid time off?	Responses	Percent
Yes	51	70%
No	22	30%

7) Do managers have a separate paid time off program?	Responses	Percent
Yes	8	11%
No	65	89%

8) What type of paid time off is offered to full-time employees?	Responses	Percent
Separate sick and vacation	40	55%
Paid-time-off (PTO): sick, vacation, and personal time	31	43%
None	2	3%

9) How many hours of sick time do employees receive per year?	Responses	Percent
0	1	3%
40	8	21%
41-60	2	5%
61-80	5	13%
81-100	20	53%
101+	2	5%

## Policy and Benefit Summaries

10) Unused sick time is:	Responses	Percent
Canceled/forfeited at the end of the year	3	8%
Paid for at the end of the year	0	0%
Allowed to be carried over	32	82%
Other (see below):	3	8%
There is a cap, but all unused time under that cap is carried over to the next year.		
5 days carried over, the remainder banked for FMLA qualified leave		
Accrued carried over on a rolling basis		
11) What is the maximum amount of sick time that can be carried over?	Responses	Percent
None	5	13%
40 hours	1	3%
80 hours	3	8%
120+ hours	17	45%
No Limit	12	32%
12) What can sick time be used for?	Responses	Percent
Employee Illness/Injury	38	97%
Doctor's Appt/Dental Appt	38	97%
Death in the Family	26	67%
Family Member Illness	35	90%
FMLA/OFLA	3	12%
Personal Business	7	18%
Other (see below):	3	12%
Jury duty		
Public health emergency; for any purpose allowed under Oregon's laws		
Pet Bereavement		
13) How many days of <b>vacation</b> do employees receive for the following years:	Average # Days	Responses
1st Year	10.2	38
5th Year	16.2	37
10th Year	19.5	35
15th Year	20.4	34
20th Year	20.5	34

## Policy and Benefit Summaries

14) What is the maximum amount of <b>vacation</b> time that can be carried over?	Responses	Percent
None	2	5%
20-40 Hours	6	16%
80-120 Hours	4	11%
160-200 Hours	7	19%
225+ Hours	14	38%
N/A	4	11%

15) Unused <b>vacation</b> time is:	Responses	Percent
Canceled/forfeited at the end of the year	5	13%
Paid for at the end of the year	0	0%
Allowed to be carried over	28	72%
Other (see below):	6	15%
Carried for six months		
Vacation is a phased in benefit marked for winter and spring break only		
80 hours carried over others forfeited		
Rolling flex time		
Carried over up to the 180 hour limit		
Anything over 240 is forfeited		

16) How many <b>PTO</b> days do employees receive for the following years:	Average # Days	Responses
1st Year	18.04	31
5th Year	24	30
10th Year	26.8	29
15th Year	29.5	27
20th Year	30.6	26

17) Unused <b>PTO</b> days are:	Responses	Percent
Canceled/forfeited at the end of the year	0	0%
Paid for at the end of the year	1	3%
Allowed to be carried over	25	81%
Other (see below):	5	16%
Depends on reasons not used, rule is not to be carried over but flexible		
Carried over but not to exceed 4 weeks for vacation and 3 months for sick.		
Below cap carried over, above cap forfeited		
Can accrue up to 300 hours max then forfeited		
Can be put towards disability bank, <100 hrs transferred, >100 hrs cashed out		

## Policy and Benefit Summaries

18) What is the maximum amount of <b>PTO</b> time that can be carried over?	Responses	Percent
None	1	4%
20-40 Hours	3	11%
75-120 Hours	8	30%
160-200 Hours	5	19%
201+ Hours	10	37%

## Holidays

19) How many holidays does the organization provide each year?	Average # Days	Responses
Scheduled	7.1	72
Floating	1.0	48

20) Which of the following holidays does your organization observe?	Responses	Percent
New Year's Eve	7	10%
New Year's Day	68	97%
MLK's Birthday	40	57%
President's Day	33	47%
Good Friday	3	4%
Memorial Day	66	94%
July 4th	66	94%
Labor Day	67	96%
Veterans Day	21	30%
Columbus Day	2	3%
Thanksgiving Day	69	99%
Day After Thanksgiving	47	67%
Christmas Eve	22	31%
Christmas Day	67	96%
Employee's Birthday	2	3%
Other (see below):	12	18%
Presidents Day		
Rosh Hashana, Yom Kippur, Succoth, Passover, Shavuoth		
Easter Sunday		
6 Holy Days		
Week between Christmas and New Year's		
1/2 day Christmas Eve & 1/2 day New Year's Eve		
Days other than New Year's, Thanksgiving, and Christmas are determined by EE's		
Day before Thanksgiving		
Personal days: 3		
Day after Christmas		
1/2 days on Christmas Eve and New Year's Eve		

## Policy and Benefit Summaries

21) How are non-exempt employees compensated for working on holidays?	Responses	Percent
Another paid day off	18	27%
Time-and-a-half pay	18	27%
Double pay	13	19%
No work on holidays	13	19%
Regular pay	1	1%
Other	4	6%
Time and a half. If the holiday is a paid holiday they can bank it for later.		
Paid for time worked and 8 hours holiday pay		
Flexible, could be either, it's up to employee		
Holiday pay and straight time for hours worked		

### Other Time Off

22) What time off benefits are cashed out at termination?	Responses	Percent
Paid Vacation	37	54%
Paid Sick Time	4	6%
Volunteer Time Off	0	0%
PTO	27	39%
Personal Days	2	3%
None	6	9%

### Medical Benefits

23) Is group health insurance offered?	Responses	Percent
Yes	67	92%
No	6	8%

24) How many days of service are required to be eligible for medical benefits?	Responses	Percent
None, enrollment is immediate upon hire	3	5%
First day of the month following date of hire	21	32%
30 days	2	3%
First day of the month following 30 days of employment	10	15%
60 days	7	11%
First of the month following 60 days of employment	17	26%
90 days	3	5%
Other (see below):	3	5%
First of month, following 45 days		
120 days		
First day of the month following 59 days of employment		



## Policy and Benefit Summaries

25) Is health insurance offered to domestic partners?	Responses	Percent
<b>Same Sex Partners</b>		
Yes	43	69%
No	19	31%
<b>Opposite Sex Partners</b>		
Yes	38	62%
No	23	38%

26) Do you offer a Traditional/Indemnity/Fee for Service health insurance option?	Responses	Percent
Yes	10	15%
No	57	85%

### *Traditional/Fee for Service Plans*

27) Average monthly premium cost for a Traditional/Indemnity/Fee for Service plan:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$481	88%	10
Employee Contribution	\$63	12%	10
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$469	49%	6
Employee Contribution	\$492	51%	6
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$536	59%	8
Employee Contribution	\$372	41%	8
<b>Family Coverage</b>			
Employer Contribution	\$594	46%	6
Employee Contribution	\$699	54%	6

### *HMO Plans*

28) Do you offer a Health Maintenance (HMO) health insurance option?	Responses	Percent
Yes	16	24%
No	51	76%

## Policy and Benefit Summaries

29) Average monthly premium cost for a Health Maintenance (HMO) plan:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$542	93%	16
Employee Contribution	\$42	7%	14
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$555	59%	14
Employee Contribution	\$388	41%	14
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$551	62%	14
Employee Contribution	\$332	38%	14
<b>Family Coverage</b>			
Employer Contribution	\$584	43%	13
Employee Contribution	\$775	57%	13

### PPO Plans

30) Do you offer a Preferred Provider (PPO) health insurance option?	Responses	Percent
Yes	44	66%
No	23	34%

31) Average monthly premium cost for a Preferred Provider (PPO) plan:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$578	92%	41
Employee Contribution	\$49	8%	41
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$753	63%	35
Employee Contribution	\$446	37%	35
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$665	65%	35
Employee Contribution	\$359	35%	35
<b>Family Coverage</b>			
Employer Contribution	\$933	57%	33
Employee Contribution	\$718	43%	33

### Point of Service (POS) Plans

32) Do you offer a Point of Service (POS) health insurance option?	Responses	Percent
Yes	2	3%
No	65	97%

## Policy and Benefit Summaries

33) Average monthly premium cost for a Point of Service (POS) plan:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$479	85%	2
Employee Contribution	\$84	15%	2
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$480	42%	2
Employee Contribution	\$658	58%	2
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$480	47%	2
Employee Contribution	\$546	53%	2
<b>Family Coverage</b>			
Employer Contribution	\$480	28%	2
Employee Contribution	\$1,227	72%	2

### High Deductible Health Plans

34) Do you offer a High Deductible Health Plan (HSA Qualified) health insurance option?	Responses	Percent
Yes	7	11%
No	60	90%

35) Average monthly premium cost for a High Deductible Health Plan (HSA Qualified):	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$353	80%	7
Employee Contribution	\$90	20%	7
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$722	73%	6
Employee Contribution	\$271	27%	6
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$578	71%	6
Employee Contribution	\$235	29%	6
<b>Family Coverage</b>			
Employer Contribution	\$1,074	73%	6
Employee Contribution	\$393	27%	6

36) Average <b>monthly</b> employer contribution for HSA:	Avg. \$ Contribution	Responses
Employee Only Coverage	\$94	5
Employee & Spouse Coverage	\$121	4
Employee & Children Coverage	\$107	4
Family Coverage	\$147	5

## Policy and Benefit Summaries

37) Average deductible for HDHP:	Average Deductible	Responses
Employee Only Coverage	\$2,620	5
Family Coverage	\$5,240	5
38) Do you offer an Employee Assistance Program (EAP)?	Responses	Percent
Yes	42	63%
No	25	37%
39) Are family members allowed to use the EAP?	Responses	Percent
Yes	35	85%
No	6	15%
40) Do you offer a Flexible Spending Account (FSA) Section 125 Plan?	Responses	Percent
Yes	44	66%
No	23	34%
41) What accounts are included in your FSA plan?	Responses	Percent
Medical Expenses	44	100%
Dependent Care Expenses	41	93%

## Vision Insurance

42) Do you offer vision insurance to employees?	Responses	Percent
Yes	53	73%
No	20	27%
43) Is vision insurance included in your organization's medical plan?	Responses	Percent
Yes	34	64%
No	19	36%

## Policy and Benefit Summaries

44) Average monthly premium cost for vision insurance:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$5	63%	17
Employee Contribution	\$3	38%	18
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$4	27%	14
Employee Contribution	\$11	73%	17
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$4	27%	13
Employee Contribution	\$11	73%	16
<b>Family Coverage</b>			
Employer Contribution	\$4	19%	13
Employee Contribution	\$17	81%	16

## Dental Insurance

45) Do you offer dental insurance to employees?	Responses	Percent
Yes	64	88%
No	9	12%

46) Is dental insurance included in your organization's medical plan?	Responses	Percent
Yes	13	20%
No	51	80%

47) Average monthly premium cost for dental insurance:	Avg. \$ Contribution	Avg. % Contribution	Responses
<b>Employee Only Coverage</b>			
Employer Contribution	\$36	77%	48
Employee Contribution	\$11	23%	48
<b>Employee &amp; Spouse Coverage</b>			
Employer Contribution	\$47	52%	43
Employee Contribution	\$43	48%	46
<b>Employee &amp; Children Coverage</b>			
Employer Contribution	\$52	52%	42
Employee Contribution	\$48	48%	46
<b>Family Coverage</b>			
Employer Contribution	\$67	46%	41
Employee Contribution	\$80	54%	45

## Policy and Benefit Summaries

48) Does your dental plan offer orthodontia benefits?	Responses	Percent
Yes	26	51%
No	25	49%

49) For orthodontia benefits, what percentage and lifetime maximum are included in the coverage?	Average Amount	Responses
Percent of Coverage	54%	17
Lifetime Maximum Benefit	\$1,800	16

## Life Insurance

50) Is group life insurance offered?	Responses	Percent
Yes	46	63%
No	27	37%

51) How many days of service are required to be eligible for group life insurance benefits?	Responses	Percent
None, enrollment is immediate upon hire	6	13%
First day of the month following date of hire	15	33%
30 days	0	0%
First day of the month following 30 days of employment	3	7%
60 days	2	4%
First of the month following 60 days of employment	13	28%
90 days	0	0%
1st day of the month after 90 days employment	1	2%
180 Days	3	7%
Other (see below):	3	7%
120 days		
First of month, following 45 days		
6 months		

52) What percentage of the premium for life insurance is paid by the organization?	Responses	Percent
100%	44	96%
90 – 99%	0	0%
80 – 89%	0	0%
70 – 79%	0	0%
Less than 70%	2	4%

## Policy and Benefit Summaries

53) What is the amount of basic life insurance provided?	Responses	Percent
1 times annual salary	10	22%
1½ times annual salary	4	9%
2 times annual salary	2	4%
Other salary formula	1	2%
Varies by job classification	0	0%
Flat amount for all employees (see below):	28	62%
\$5,000 (4)		
\$10,000 (9)		
\$15,000		
\$20,000 (5)		
\$25,000 (3)		
\$30,000		
\$50,000 (4)		
\$100,000		

54) Can employees purchase additional life insurance?	Responses	Percent
Yes	35	76%
No	11	24%

55) Do you offer dependent life insurance coverage?	Responses	Percent
Yes	24	52%
No	22	48%

56) Average maximum amount of dependent life coverage offered:	Avg. Maximum	Responses
Spouse	\$139,000	25
Child	\$16,300	29

57) Is group AD&D insurance offered?	Responses	Percent
Yes	40	55%
No	33	45%

## Policy and Benefit Summaries

58) How many days of service are required to be eligible for group AD&D benefits?	Responses	Percent
None, enrollment is immediate upon hire	5	12.50%
First day of the month following date of hire	13	32.50%
30 days	1	2.50%
First day of the month following 30 days of employment	3	7.50%
60 days	2	5.00%
First of the month following 60 days of employment	10	25.00%
90 days	0	0.00%
180 days	2	5.00%
Other (see below):	4	10.00%
First day of the month after 59 days of employment		
1st of the month after 90 days employment		
First of month, following 45 days		
6 months		

59) What percentage of the premium of AD&D insurance is paid by the organization?	Responses	Percent
100%	35	90%
90 – 99%	0	0%
80 – 89%	0	0%
70 – 79%	0	0%
Less than 70%	4	10%

60) Can employees purchase additional AD&D insurance?	Responses	Percent
Yes	21	53%
No	19	48%

## Short-Term Disability

61) Does your organization provide short-term disability?	Responses	Percent
Yes, fully insured plan	18	25%
Yes, self-insured plan	5	7%
Yes, both insured & self-insured	0	0%
No	50	69%



## Policy and Benefit Summaries

62) How many days of service are required to be eligible for STD benefits?	Responses	Percent
None, enrollment is immediate upon hire	2	9%
First day of the month following date of hire	8	36%
30 days	1	5%
First day of the month following 30 days of employment	3	14%
60 days	1	5%
First of the month following 60 days of employment	3	14%
90 days	0	0%
1st of the month after 90 days employment	1	5%
Other (see below):	3	14%
2 years		
180 days		
120 days		

63) Average weekly maximum benefit of short-term disability offered:	Avg. Amount	Responses
Flat dollar amount \$	\$500	3
Percent of pay %	60%	18

64) Average maximum weeks of paid benefits under short-term disability plan:	Avg. Amount	Responses
Maximum # of Weeks	13.5	18

## Long-Term Disability

65) Does your organization provide long-term disability?	Responses	Percent
Yes, fully insured plan	32	44%
Yes, self-insured plan	2	3%
Yes, both insured & self-insured	1	1%
No	38	52%

66) How many days of service are required to be eligible for LTD benefits?	Responses	Percent
None, enrollment is immediate upon hire	4	11%
First day of the month following date of hire	15	43%
30 days	0	0%
First day of the month following 30 days of employment	3	9%
60 days	2	6%
First of the month following 60 days of employment	8	23%
Other (see below):	3	9%
First of month, following 45 days		
1st of the month following 90 days of employment		
180 days		

## Policy and Benefit Summaries

67) Average waiting period before long-term disability benefits are paid:	Average Days	Responses
Waiting Period	104	30

68) Average monthly maximum benefit of long-term disability offered:	Average	Responses
Flat dollar amount \$	\$5,750	5
Percent of pay %	59%	25

### Travel

69) Does your organization offer a corporate credit card to employees who regularly travel for business?	Responses	Percent
Yes	44	60%
No	29	40%

70) How does your organization reimburse for business-related travel?	Responses	Percent
Actual costs	15	54%
Per diem	9	32%
Mileage at IRS rate	2	7%
N/A	2	7%

### Retirement

71) Please select which retirement plans your organization offers:	Responses	Percent
401(k)	23	28%
401(a)	2	2%
403(b)	24	29%
457	3	4%
Pension Plan	7	8%
Simple IRA	11	13%
SEP	2	2%
None	11	13%

## Policy and Benefit Summaries

72) When are employees eligible to contribute to the organization's retirement plan(s)?	Responses	Percent
Immediately	27	43%
1st of month following hire date	1	2%
2 months	2	3%
After 3 months	5	8%
After 6 months	8	13%
First of the month following 60 days	1	2%
At one year	10	16%
More than one year	2	3%
NA	3	5%
Other (see below):	4	6%
1st day of the month after 90 days employment and \$5k in earnings (3)		
950 hours of service		
73) If your organization contributes to employees' retirement plans, what is the annual contribution?	Average	Responses
Annual percentage (%)	5.7%	30
Flat annual dollar amount (\$)	\$2,000	1
74) If your organization matches employees' retirement plans, please provide the amount:	Average	Responses
Matches up to a set annual percentage (%)	3.2%	24
Matches up to a flat annual dollar amount (\$)	\$1060	2
Other (see below):		4
100% of flat dollar amount per dollar earned		
50% of employee contribution to max \$2000		
Matching contribution, maximum 3% of gross wages		
Match 50% up to 10%		
75) If your organization does not currently contribute to employees' retirement plans, do you plan to in the future?	Responses	Percent
Yes	4	21%
No	7	37%
Not sure	8	42%
76) Does the contribution or match amount change each year depending on the organization's budget?	Responses	Percent
Yes	13	23%
No	44	77%
77) What was the average annual contribution (as a percentage) to employee retirement accounts last year?	Average	Responses
Contribution %	5.8%	30

## Policy and Benefit Summaries

78) What was the average matching contribution (as a percentage) to employee retirement accounts last year?

	Average	Responses
Match %	3.3%	20

79) The vesting schedule is:

	Responses	Percent
100% Immediately	26	50%
Graded, 100% by 3 years	2	4%
Graded, 100% by 6 years	6	12%
Graded, 100% by 5 years	13	25%
Cliff, 100% by 3 years	1	2%
Cliff, 100% by 5 years	2	4%
Other (see below):	2	4%
Incremental, 3 years		
3% is 100 immediate; 7% is Cliff, 100% by 3 years		

## Training and Development

80) On average, how much does your organization spend each year on training (per employee)?

	Responses	Percent
None	6	8%
Less than \$100	12	16%
\$101 - \$200	19	26%
\$201 - \$300	8	11%
More than \$300	28	38%

81) Does your organization provide reimbursement for professional exams?

	Responses	Percent
Yes	32	46%
No	37	54%

82) Does your organization provide reimbursement for professional license/certification fees?

	Responses	Percent
Yes	46	66%
No	24	34%

83) Do you provide additional compensation for having any of the following licenses or certifications?

	Responses	Percent
LCSW	8	47%
LCPC	4	24%
CADC	2	12%
Other (see below):	3	18%
LMFT, PMHNP		
CPA, CFP		
LMFT, CGAC		

## Policy and Benefit Summaries

84) Does your organization pay for professional membership dues?	Responses	Percent
Yes	60	88%
No	8	12%

### Tuition Reimbursement

85) Does your organization offer tuition reimbursement?	Responses	Percent
Yes	19	26%
No	54	74%

86) Types of tuition reimbursement offered:	Responses	Percent
Undergraduate degree	15	79%
Graduate degree	16	84%
Professional certification	10	53%
Other	5	26%

87) What is the maximum amount of tuition reimbursement offered to an employee each year?	Responses	Percent
None	0	0%
Less than \$1,000	3	20%
\$1,500	1	7%
\$2,000	2	13%
More than \$2,000	6	40%
Other (see below):	3	20%
Depends on Budget		
Up to 50% of tuition,cap of \$10,000		
Based on grant funds available		

88) How long must an employee work at your organization before being eligible for tuition reimbursement?	Responses	Percent
No requirement, available upon hire	6	32%
6 months	5	26%
1 year	5	26%
2 years	1	5%
3 Years	2	11%

89) Is there an employment commitment required post coursework completion?	Responses	Percent
Yes	3	16%
No	16	84%
If yes, please specify:		
12 months		
24 months		
36 months		

## Policy and Benefit Summaries

90) Do you require a minimum G.P.A. or grade per course for tuition reimbursement?	Responses	Percent
Yes, overall G.P.A. must remain above certain threshold	3	16%
Yes, there is a minimum grade per course	8	42%
No minimum grade or G.P.A. requirement	8	42%

### Other Benefits

91) Does your organization offer any of the following benefits:	Responses	Percent
Accident Insurance	4	7%
Cancer Care	7	13%
Homeowner Services	2	4%
Organization Cell Phone	28	52%
Personal Cell Phone Reimbursement (for work purposes)	30	56%
Legal Assistance	9	17%
Parking /Transportation Subsidy	12	22%
Pet Insurance	3	6%
Pet Friendly Workplace	11	20%
Onsite Childcare	0	0%
Car Rental/Hotel Discount	4	7%
Company Match to Charitable Cont.	1	2%
Incentives for Flying Coach	0	0%
529 College Savings Plan	1	2%
Scholarships	2	4%
Movie Ticket Discounts	4	7%
Uniforms	6	11%

### Payroll and Pay Practices

92) How often are employees paid?	Responses	Percent
Weekly	0	0%
Biweekly	19	28%
Semi Monthly	27	39%
Monthly	23	33%

93) How often are pay increases given?	Responses	Percent
No set interval	7	10%
Semi-Annually	1	1%
Employee Anniversary	14	19%
Start of Fiscal Year	24	33%
Start of Calendar Year	3	4%
Common Focal Date	9	13%
Discretionary	13	18%
Other	1	1%
Annually based on budget		

## Policy and Benefit Summaries

94) How are increases determined?	Responses	Percent
Merit/Performance Review	17	21%
Cost of living	13	16%
Market Movement	6	8%
Step Increase	2	3%
Seniority	2	3%
Combination of above	39	49%
Other (see below):	1	1%
Depends on budget and/or funding		
95) When are new employees eligible for pay increases?	Responses	Percent
Less than 30 days	2	3%
31-60 days	0	0%
61-90 days	4	6%
91-180 days	9	13%
Over 180 days	16	23%
No set policy	24	34%
Varies	15	21%
96) Average projected 12-month salary increase percentage for non-exempt employees ( <i>does not include 0 responses</i> ):	Average %	Responses
Salary Increase %	2.90%	55
97) Average projected 12-month salary increase percentage for exempt employees ( <i>does not include 0 responses</i> ):	Average %	Responses
Salary Increase %	2.96%	54
98) Does your organization have a bonus program/incentive plan?	Responses	Percent
Yes	19	26%
No	54	74%
99) What is the bonus program/incentive plan based on?	Responses	Percent
Annual Work Plan	3	16%
Operating Goals	5	26%
Individual Performance	9	47%
Management Discretion	13	68%

## Policy and Benefit Summaries

100) When are bonuses distributed?	Responses	Percent
Annually	9	47%
Quarterly	1	5%
Semi Annually	0	0%
Goal/Project Completion	2	11%
Management Discretion	4	21%
Varies/No Set Schedule	5	26%

101) Does your organization have established pay ranges?	Responses	Percent
Yes	43	63%
No	25	37%

102) Average total organization payroll expense as a percentage of overall budget:	Average	Responses
Payroll Expense	55%	54

103) Average overall annual percentage of employee turnover:	Average	Responses
Turnover %	15%	59

104) How has turnover changed over the last three years?	Average	Responses
Increased	17	25%
Decreased	13	19%
Remained the same	35	51%
Unsure	4	6%