



Board of Directors Meeting Packet

July 20, 2023
2:00 pm - 4:00 pm

Attend In Person at:

Cascades West Albany Center, 1400 Queen Avenue SE, Albany, OR

Or Attend Virtually:

[Click to Join Teams Meeting](#)

**Next Board of Directors Meeting:
September 21, 2023 at 2:00 pm**

The meeting locations are wheelchair accessible. If you need special assistance, please contact Oregon Cascades West Council of Governments at 541-967-8720 or adminGA@ocwcog.org, forty-eight (48) hours prior to the meeting.



1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720 • FAX (541) 967-6123

**OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
BOARD OF DIRECTORS' AGENDA
July 20, 2023
2:00 – 4:00 pm**

Cascades West Albany Center
1400 Queen Avenue SE
Albany, OR 97322

Cascade West Toledo Center
203 N Main Street
Toledo, OR 97391

[Join Teams Meeting](#)

An Executive Session may be called as deemed necessary by the Chair, pursuant to ORS 192.660.

NOTE: Please contact Leah Snodgrass at 541.967.8720 or lsnodgrass@ocwcog.org no later than noon on Wednesday, July 19, 2023, to confirm your attendance.

1. Welcome and Introductions (Chair Claire Hall)
(2:00 pm – 2:05 pm)

2. Public Comment (Chair Claire Hall)
(2:05 pm – 2:10 pm)

The floor will be open to the public for comment.

3. Consent Calendar (Chair Claire Hall)
(2:10 pm – 2:15 pm)

- a) Approve meeting minutes from May 18, 2023. ([Page 5](#))
- b) Approve meeting minutes from June 2, 2023. ([Page 10](#))
- c) Financial Report, YTD May 2023. ([Page 11](#))
- d) SSAC Membership Application. ([Page 18](#))
- e) TBAC Membership Approval. ([Page 21](#))

ACTION: Motion to approve Consent Calendar items.

4. July Month Proclamations (Senior and Disability Services Director Randi Moore)
(2:15 pm – 2:20 pm)

Americans with Disabilities Act Proclamation presented by DSAC Chair Jan Molnar-Fitzgerald ([Page 22](#))

ACTION: Motion to approve Americans with Disabilities Act Proclamation.

5. **Senior Services Foundation** (*Executive Director Ryan Vogt*)
(2:20 pm – 2:30 pm)

Presented by Senior Services Foundation Chair Steve Uerlings.

ACTION: Information only, no action needed.

6. **Executive Committee Lincoln County At-Large Position** (*Executive Director Ryan Vogt*)
(2:30 pm – 2:40 pm)

Nomination and affirmation.

ACTION: Motion to approve Lincoln County Executive Committee At-Large Position.

7. **Mobility Hub Grant** (*CED Transportation Program Manager Nick Meltzer*)
(2:40 pm – 2:50 pm)

Presented by CED Transportation Program Supervisor Meltzer. ([Page 23](#))

ACTION: Information only, no action needed.

8. **Salary Study Findings** (*Human Resources Manager Ryan Schulze*)
(2:50 pm – 3:15 pm)

Presented by HR Manager Schulze and HR Consulting Services, Eugene Plukchi. ([Page 36](#))

ACTION: Information only, no action needed.

9. **Corvallis Building Funding** (*Finance Director Marit Nelson*)
(3:15 pm – 3:35 pm)

FY2023-2024 Supplemental Budget memo. ([Page 135](#))

Budget Summary for Supplemental. ([Page 137](#))

Review of Resolution 2023-07-01, Adoption of Supplemental Budget for Fiscal Year 2023-24. ([Page 145](#))

ACTION: Motion to approve Supplemental Budget and adopt Resolution 2023-07-01.

10. **Strategic Planning Update** (*Communications Officer Meg Walker*)
(3:35 pm – 3:45 pm)

Presented by Communications Officer Meg Walker.

ACTION: Information only, no action needed.

11. **OCWCOG Program Updates**
(3:45 pm – 3:50 pm)

Senior, Disability, and Community Services Program Director Randi Moore ([Page 146](#))

Community and Economic Development ([Page 151](#))

Technology Services Director Jason Sele ([Page 155](#))

ACTION: Information only, no action needed.

12. **Executive Director Update** (*Executive Director Ryan Vogt*)
(3:50 pm – 3:55 pm)

ACTION: Information only, no action needed.

13. **Other Business** (*Chair Claire Hall*)
(3:55 pm – 4:00 pm)
14. **Adjournment** (*Chair Claire Hall*)
(4:00 pm)

**OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
BOARD OF DIRECTORS COMMITTEE MINUTES**

May 18, 2023

Hybrid Meeting via Microsoft Teams and the Albany ABC Conference Room

Attendees: **Chair**, Commissioner Claire Hall, Lincoln County; **Vice Chair**, Commissioner Sherrie Sprenger, Linn County; **Treasurer**, Commissioner Pat Malone, Benton County; Councilor Rick Booth; Commissioner Gil Sylvia, Port of Newport; Mayor Alex Johnson II, Albany; Mayor Rod Cross, Toledo; Mayor Dean Sawyer, Newport; Councilor Joyce King, Depoe Bay; Councilor Riley Hoagland, Lincoln City; Councilor Jeanni Cuthbertson, Monroe; and Councilor Adina Olivares, Sodaville.

Absent: Mayor Greg Holland, Waldport; Mayor Chas Jones, Philomath; Mayor Scott Cowan, Millersburg; Mayor Biff Traber, Corvallis; Mayor Don Ware, Brownsville; Mayor Leslie Vaaler, Yachats; Councilor Jeremy Romer, Halsey; Councilor Carol Korn, Tangent; Councilor Wayne Rieskamp, Lebanon; Councilor Angelita Sanchez, Sweet Home; Councilor Mike Caughey, Harrisburg; and Mr. Robert Kentta, Confederated Tribes of the Siletz Indians.

Staff: Executive Director Ryan Vogt; Senior, Disability and Community Services (SDCS) Program Director Randi Moore; Finance Director Marit Nelson; Technology Services (TS) Director Jason Sele; Human Resources (HR) Manager Ryan Schulze; Communications Officer Meg Walker; Veterans Service Officer (VSO) Mark Lapinskas; Union President Ashley Bogue; and Administrative Assistant Ashlyn Muzechenko.

Public: SSAC Chair, Mitzi Naucler.

The Oregon Cascades West Council of Governments' (OCWCOG) Board of Directors Meeting was called to order by Chair Hall on May 18, 2023, at 2:02 pm via Teams Video and Audio Conferencing and in-person attendance.

1. Welcome and Introductions

Chair Hall welcomed everyone and confirmed a quorum was reached for voting purposes.

2. Public Comment

There were no public comments.

3. Consent Calendar

Vice Chair Sprenger moved to approve the Consent Calendar items which include the meeting minutes from January 19, 2023, meeting and minutes from March 16, 2022, the Financial Report Year to Date December 2022, and the CWACT Membership Application. Treasurer Malone seconded the motion. With no objections, the Consent Calendar items were voted upon and approved.

4. May Month Proclamation

SDCS Director Moore introduced the proclamations that are coming before the board today.

VSO Lapinskas introduced himself, presented the Military Appreciation Month Proclamation, and gave a summary of the history of Military Appreciation Month which is the full month of May.

Councilor Booth made a motion to approve the Military Appreciate Month Proclamation. Treasurer Malone seconded. The motion carried unanimously.

SSAC Chair Naucler introduced herself, presented the Older American's Month Proclamation, and gave a summary regarding the history of this proclamation.

Treasurer Malone moved to approve the Older American's Month Proclamation. Councilor Olivares seconded. The motion carried unanimously.

5. Membership Dues

Finance Director Nelson presented the Membership Dues Update to the Board members as well as a summary of the member dues standard process which includes pulling data from PSU for population data for the full year.

Finance Director Nelson stated that in order to combat inflation this year, OCWCOG decided to propose a one-time change to the member dues percentage rate. Finance Director Nelson reminded the Board that in March 2023 the maximum cost for member dues was sent out to all the member jurisdictions.

Finance Director Nelson shared the proposed alternative with the board which is for this year doing a one-time adjustment by not doing any special dues. This maintains the integrity of the calculations, but withholds growing the special dues fund for the coming year for any special projects.

Councilor Olivares asked for clarification regarding what the special dues are. Finance Director Nelson answered they are for match and general administration purposes.

Executive Director Vogt said it is a rolling fund for the Board to conduct special projects that are needed. For instance, the strategic plan has an innovation element where the board has discussed possibly investing in legislative advocacy on behalf of rural committees.

Mayor Cross stated according to PSU numbers Toledo won't grow another person for the next 20 years.

Mayor Sawyer moved to approve the membership dues as presented with the one-time removal of special project dues with alternative solutions for this year. Treasurer Malone seconded the motion and it passed unanimously.

6. Fiscal Year 2023-2025 Annual Work Program and Budget Review

Finance Director Nelson Shared the FY 2023 – 2025 Annual Work Program and Budget Review. Nelson stated the Budget Committee approved to send this budget up to the Board of Directors.

Mayor Cross asked about Fringe Benefits. Finance Director Nelson confirmed it is the total cost for all of the benefits and it is included in a simplified line item.

Treasurer Malone made a motion to approve and adopt the FY2022-2023 Annual Work Program and Budget Documents, Resolution 2022-05-01, and Agency Budget for FY2023-2025 for the fiscal year beginning on July 1, 2023. Mayor Sawyer seconded the motion. The motion carried successfully.

7. OCWCOG Bylaws

Executive Director Vogt shared the OCWCOG revised bylaws with the Board. Executive Director Vogt gave a summary of the history of the bylaws and subcommittees and noted the specific changes that were changed in the bylaws.

Councilor Olivares motioned to adopt the revised OCWCOG Bylaws. Mayor Johnson seconded and the motion was carried unanimously.

8. Cascades West Area Commission on Transportation (CWACT) Bylaws

Executive Director Vogt shared the CWACT revised bylaws with the Board. Executive Director Vogt gave a summary of the history of the bylaws and subcommittees and noted the specific changes that were changed in the bylaws.

Treasurer Malone shared insight into CWACT regarding quorum issues and the ACT's purpose.

Mayor Johnson motioned to adopt the revised CWACT Bylaws. Treasurer Malone seconded the motion and it passed unanimously.

9. Senior Services Advisory Council (SSAC) Bylaws

SDCS Director Moore shared the SSAC revised bylaws and provided a summary of the bylaw changes from the past three (3) years.

Mayor Cross motioned to adopt the revised SSAC bylaws. Councilor Olivares seconded, and the motion was carried successfully.

10. Disability Services Advisory Council (DSAC) Bylaws

SDCS Director Moore shared the DSAC revised bylaws and provided a summary of the bylaw changes from the past three (3) years.

Mayor Johnson motioned to adopt the revised DSAC bylaws. Treasurer Malone seconded, and the motion passed unanimously.

11. Strategic Planning

Executive Director Vogt shared an update on the Strategic Plan Milestones. OCWCOG has navigated through the first quarter of milestones which will be handed over to the Project Manager once one is hired. Currently Communications Officer Walker has been pursuing this task.

Executive Director Vogt stated most of the excitement happens during the planning stages of the strategic plan. Over the next couple of years OCWCOG is focusing on articulating milestones that are more realistic and on how to design the success. Milestones were identified and there were milestones that weren't met as well which means that some of the milestones were particularly challenging, and it allows OCWCOG to have a deeper understating about what the strategic plan is and does in order to ensure progress in the right direction.

Executive Director Vogt shared that there will be places where the mark will either be made or missed, but if the mark is missed it is a learning experience which allows the organization to grow. The strategic plan with its goals and milestones will be published for the public to have full transparency into.

Mayor Sawyer Stated if OCWCOG can't meet the milestones to reach out to the Board or member jurisdictions to see if they can help.

Treasurer Malone shared that he appreciates the dedication and direction of this strategic plan and the way the agency is growing.

Mayor Johnson asked about periodic windows of reviews, like if they are every four years? Executive Director Vogt answered that this is a three-year plan, but there is horizon planning done in yearly blocks.

12. OCWCOG Program Updates

Chair Hall moved to the program updates for OCWCOG.

Senior & Disability Services (SDS) and Community Service Programs (CSP)
The SDS and CSP updates were provided in the packet.

Community and Economic Development (CED)

Technology Services (TS)

Human Resources (HR)

13. Executive Director Update

Executive Director Vogt stated OCWCOG continues to recruit for key positions such as the CED Director with first round interviews hopefully being scheduled in late May to early June.

Executive Director Vogt reported that many of the grants that OCWCOG pursues ask a number of demographic questions and increasingly the grants ask about demographics of the Board itself. Executive Director Vogt said there will be a voluntary survey for self-identification that will be confidential and used for grant information only.

Executive Director Vogt stated OCWCOG has had two in-person meeting locations, one in Toledo and the other in Albany. Since there haven't been any in-person Board members attending in Toledo, Executive Director Vogt asked the Board if they wish to continue to have Toledo as an option to attend in person or another idea is to alternate between the two locations and still allow hybrid attendance?

Mayor Cross and Councilor Booth liked the idea of rotating the meeting location.

Treasurer Malone stated if it isn't used, other options should be considered. Treasurer Malone said he is in favor of rotating meetings, however maybe not every meeting.

Chair Hall noted that other boards have been exclusively remote. However, the meetings are mostly all virtual and others will have in-person meetings with one in each of the three counties.

Vice Chair Sprenger said she was in favor of the rotating meetings with a hybrid format. Councilor Olivares agreed.

14. Other Business

There was no other business presented to the board members.

15. Executive Session

The Board moved into Executive Session under ORS 192. 6660.Sub2.6E at 2:56 pm. The Executive Session was adjourned at 3:35 pm.

16. Adjournment

With no further discussions, Chair Hall adjourned the OCWCOG Board of Directors meeting at 3:36 p.m.

The next regularly scheduled OCWCOG Board of Directors meeting is scheduled for July 20, 2023.

Meeting minutes taken by Ashlyn Muzechenko

**OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
BOARD OF DIRECTORS
SPECIAL SESSION MINUTES
June 02, 2023
Virtual Meeting via Microsoft Teams Technologies**

Attendees: **Chair**, Commissioner Claire Hall, Lincoln County; **Vice Chair**, Commissioner Sherrie Sprenger, Linn County; **Treasurer**, Commissioner Pat Malone, Benton County; Commissioner Gil Sylvia, Port of Newport; Mayor Rod Cross, Toledo; Councilor Mike Caughey, Harrisburg; Councilor Jeanni Cuthbertson, Monroe; Councilor Adina Olivares, Sodaville; Councilor Joyce King, Depoe Bay; Mayor Chas Jones, Philomath; Mayor Dean Sawyer, Newport; and Councilor Riley Hoagland, Lincoln City.

Absent: Mayor Greg Holland, Waldport; Councilor Carol Korn, Tangent; Councilor Wayne Rieskamp, Lebanon; Councilor Angelita Sanchez, Sweet Home; Mayor Scott Cowan, Millersburg; Mayor Alex Johnson II, Albany; Mayor Biff Traber, Corvallis; Mayor Don Ware, Brownsville; Councilor Jeremy Romer, Halsey; and Mr. Robert Kentta, Confederated Tribes of the Siletz Indians.

Staff: Executive Director Ryan Vogt; Senior, Disability and Community Services (SDCS) Program Director Randi Moore; Finance Director Marit Nelson; Technology Services (TS) Director Jason Sele; Human Resources (HR) Manager Ryan Schulze; and Administrative Assistant Ashlyn Muzechenko.

1. Welcome and Introductions

The Oregon Cascades West Council of Governments' (OCWCOG) Board of Directors Special Meeting was called to order by Chair Hall on June 02, 2023, at 2:01 pm via Teams Video Conferencing. Chair Hall welcomed everyone and confirmed a quorum was reached for voting purposes, and everyone in attendance introduced themselves.

2. Public Comment

There were no public comments.

3. Executive Session

The group moved into an Executive session under ORS 192 660 2e.

4. Real Property

Mayor Jones moved to authorize Executive Director Vogt to act on behalf of OCWCOG with respect to negotiating the purchase of a commercial property in Corvallis. Mayor Cross Seconded. The motion passed unanimously.

5. Adjournment

With no further discussions, Chair Hall adjourned the OCWCOG Board of Directors meeting at 2:33 p.m.

The next regularly scheduled OCWCOG Board of Directors meeting is scheduled for July 20, 2023.

Meeting minutes taken by Ashlyn Muzechenko



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MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Finance Committee
FROM: Marit Nelson, Finance Director
RE: **OCWCOG Financial Update**

Please find our snapshot, and Consolidated Revenue and Expense Statement with FYE projections, based on draft financials for period ending May 31, 2023. The projections factor in all that we know currently and what we expect to become our final closing balances after year-end adjustments and accruals are completed. As we are currently learning a new finance system and continue to post year end transactions to the previous system, it is my expectation that it may take us a little longer to complete some of our processes. Regardless, the finance team is working as expeditiously as it can to close the year and move completely over to the new software.

Overall accrued income looks healthy as we are coming into the final quarterly billings and grant fund requests. In a preliminary review of deposits and AR invoices entered for June, we are currently trending to meet or exceed budget.

Personnel Expenses have been paid and initial accruals through June have been completed. Closing entries to capture corrections and pre-audit adjustments will be done in the next few weeks. The trend is closing in on 87% of budget. Fiscal Year 2024 is already off to a quick start with several new and vacant position listings to hopefully fill those slots as soon as possible.

The Materials and Supplies (minus Capital and Contingency) is 82% of budgeted for the year. We anticipate landing at 90% by the end of June.

In Capital Expense, we continue with payments for software implementations in Finance, Human Resources, and Ride Line. Capital costs for HVAC, back-up generator and depreciable property is planned in the next few months and will affect the FY 2024 budget. There are no red flags as we begin the process of closing out fiscal year 2023.

We expect to continue meeting our goals and making improvements to our internal processes and procedures over the coming months. We look forward to what the next fiscal year brings us.

Please let me know if you have any questions.

	FY 2023 Budget	May 2023	Percentage	FYE Projection
Dues	342,387	332,683	97%	
Contract Revenue	3,906,360	1,516,235	39%	
Grant Revenue	336,494	349,290	104%	
Donations	200,500	136,793	68%	
State Revenue	2,792,567	1,688,676	60%	
Federal Revenue	17,904,799	17,261,473	96%	
Coordinated Care	9,500,000	10,084,985	106%	
Total Income (all line items)	\$ 59,594,832	\$ 55,972,465	98%	100%
Total Payroll Expense	\$ 21,188,032	\$ 16,704,967	79%	87%
Contract Expense	14,378,969	11,888,254	83%	
Indirect Expense	3,097,635	2,839,571	92%	
Maintenance & Repair	191,860	110,091	57%	
Supplies & Postage	134,269	106,806	80%	
Telephone	182,318	123,506	68%	
Travel / Training	312,720	228,322	73%	
Total Expense (all line items)	\$ 54,409,022	\$ 36,671,438	67%	74%

Consolidate Revenue and Expense Statement

Finance Committee Financial Report

For Period Ended May 31, 2023

		91.67% Percent of budget to date			Projected FYE 2023
Acct No	Description	Budget	YTD Bal		
000710	Beg Bal-Restricted for Grants	\$ 15,000	\$ 15,000	100.0%	\$ 15,000
000725	Beg Bal-Restrict for Contracts	\$ 5,498,081	\$ 5,673,890	103.2%	\$ 5,673,890
000740	Beg Bal-Restricted for Other	\$ 3,088,563	\$ 3,647,359	118.1%	\$ 3,647,359
000745	Beg Bal-Restrict Reserve	\$ 5,906,076	\$ 3,662,951	62.0%	\$ 3,662,951
000750	Beg Bal-Unrestricted	\$ 4,617,513	\$ 6,457,737	139.9%	\$ 6,457,737
000801	Dues	\$ 326,083	\$ 316,868	97.2%	\$ 316,868
000813	Special Projects Dues	\$ 16,304	\$ 15,815	97.0%	\$ 15,815
000802	Fees For Service	\$ 131,600	\$ 92,038	69.9%	\$ 100,371
000803	Internal Transfer	\$ 3,102,636	\$ 2,839,500	91.5%	\$ 3,097,636
000804	Miscellaneous Revenue	\$ 25,000	\$ 204,530	818.1%	\$ 22,310
000805	Contract Revenue	\$ 3,906,360	\$ 1,516,235	38.8%	\$ 1,654,074
000806	Grant Revenue	\$ 336,494	\$ 349,290	103.8%	\$ 381,044
000807	Donations	\$ 200,500	\$ 136,793	68.2%	\$ 137,176
000808	Interest Revenue	\$ 455,000	\$ 599,906	131.8%	\$ 607,526
000809	Transfers In	\$ 418,398	\$ 382,000	91.3%	\$ 1,507,000
000819	Special Event Revenue	\$ 20,000	\$ -	0.0%	\$ -
000820	Program Meals Revenue	\$ 160,000	\$ 218,946	136.8%	\$ 220,168
000823	Program Income	\$ 691,308	\$ 637,057	92.2%	\$ 694,702
000824	Match	\$ 35,600	\$ 66,807	187.7%	\$ 72,880
000826	Borrowers Fees	\$ 7,000	\$ 552	7.9%	\$ 552
000827	Loan Packaging Fees	\$ 7,750	\$ 2,100	27.1%	\$ 2,100
000828	Service Fees	\$ 6,200	\$ 4,145	66.9%	\$ 4,355
000829	Program Administration	\$ 120,000	\$ 97,816	81.5%	\$ 106,708
000840	Veterans	\$ 114,000	\$ 85,867	75.3%	\$ 93,673
000841	Oregon Project Independence	\$ 1,045,000	\$ 632,874	60.6%	\$ 690,408
000842	OEDD/OECD	\$ 120,000	\$ -	0.0%	\$ -
000843	ODOT	\$ 1,465,567	\$ 929,246	63.4%	\$ 1,238,995
000844	Dept. of Land Conservation Dev	\$ 48,000	\$ 40,689	84.8%	\$ 44,388
000846	Coordinated Care	\$ 9,500,000	\$ 10,084,985	106.2%	\$ 12,135,111
000848	CCO Metrics Income	\$ 305,000	\$ -	0.0%	\$ 305,000
000860	Economic Development Admin	\$ 75,000	\$ 79,588	106.1%	\$ 86,823

000862	Older Americans Act	\$ 1,223,000	\$ 1,585,435	129.6%		\$ 1,729,565
000863	Title XIX	\$ 15,751,799	\$ 14,723,211	93.5%		\$ 16,035,861
000864	Federal Senior Meals	\$ 650,000	\$ 715,951	110.1%		\$ 770,118
000865	USDA	\$ 95,000	\$ 84,948	89.4%		\$ 92,671
000867	Federal Match	\$ 101,000	\$ 66,391	65.7%		\$ 88,521
000869	Siletz Revenue	\$ 10,000	\$ 5,949	59.5%		\$ 6,490

REVENUE		\$ 59,594,832	\$ 55,972,466	93.9%	On target to meet or exceed budget	\$ 61,715,843
000410	Leave Benefits	\$ 738,009	\$ 628,186	85.1%		\$ 650,000
000420	Fringe Benefits	\$ 1,075,279	\$ 947,556	88.1%		\$ 1,005,000
000421	Insurance Benefits	\$ 3,724,429	\$ 3,094,395	83.1%		\$ 3,100,000
000425	PERS Benefits	\$ 3,224,583	\$ 2,807,686	87.1%		\$ 2,900,000
000430	PERS Reserve	\$ 242,484	\$ 116,023	47.8%		\$ 150,000
0001ED	Executive Director	\$ 163,922	\$ 167,784	102.4%		\$ 167,784
0004PD	Program Director	\$ 481,510	\$ 364,079	75.6%		\$ 364,079
0010PM	Program Manager	\$ 286,002	\$ 191,414	66.9%		\$ 191,414
0013PS	Program Supervisor	\$ 918,136	\$ 794,363	86.5%		\$ 794,363
0015QA	QA & Improvement Manager	\$ 51,656	\$ -	0.0%	Open Recruitment	\$ -
0016LO	Loan Officer	\$ 71,368	\$ -	0.0%	Vacant Poisition	\$ -
0019PM	Personnel Manager	\$ 115,985	\$ 113,710	98.0%		\$ 113,710
0022SA	Senior Accountant	\$ 40,000	\$ 38,194	95.5%		\$ 38,194
0046CM	Case Manager	\$ 2,971,415	\$ 2,542,709	85.6%		\$ 2,542,709
0053CC	Contracts Coordinator	\$ 122,728	\$ 83,601	68.1%		\$ 83,601
0055CS	Clerical Supervisor	\$ 269,074	\$ 272,590	101.3%		\$ 272,590
0058AP	Assistant Planner	\$ 114,927	\$ 97,343	84.7%		\$ 97,343
005PIO	Public Information Officer	\$ 72,747	\$ 74,097	101.9%		\$ 74,097
0060AS	Accounting Specialist	\$ 47,466	\$ 46,174	97.3%		\$ 46,174
0064ES	Eligibility Specialist	\$ 1,437,349	\$ 1,184,364	82.4%		\$ 1,184,364
0064MM	Money Management Coord	\$ 46,914	\$ 44,148	94.1%		\$ 44,148
0067EA	Executive Assistant	\$ 55,370	\$ 51,687	93.3%		\$ 51,687
0070AC	Accounting Clerk II	\$ 38,000	\$ 36,718	96.6%		\$ 36,718
0076AA	Administrative Assistant	\$ 478,431	\$ 529,900	110.8%		\$ 529,900
0076BO	Business Officer	\$ 68,968	\$ 67,665	98.1%		\$ 67,665
0085CS	Clerical Specialist	\$ 410,426	\$ 329,576	80.3%		\$ 329,576
0085SS	Software Support Specialist	\$ -	\$ 29,094	0.0%		\$ 29,094
0085WS	Workstation Support Specialist	\$ 86,364	\$ 29,833	34.5%		\$ 29,833
013TSM	Transportation Manager	\$ 87,237	\$ 70,905	81.3%		\$ 70,905

025NSS	Network Support Specialist	\$	204,327	\$	156,731	76.7%		\$	156,731
031CDP	CED Planner	\$	294,291	\$	246,330	83.7%		\$	246,330
034APS	Adult Protective Services Spec	\$	877,727	\$	791,270	90.1%		\$	791,270
037DTC	Diversion & Transition Coord	\$	275,149	\$	271,747	98.8%		\$	271,747
037LCM	Lead Case Manager	\$	214,084	\$	148,030	69.1%		\$	148,030
045ISS	Information Support Specialist	\$	66,371	\$	53,489	80.6%		\$	53,489
052ALO	Assistant Loan Officer	\$	56,895	\$	57,488	101.0%		\$	57,488
055VSO	Veterans Service Officer	\$	24,295	\$	24,295	100.0%		\$	24,295
060FMC	Facility Maint. Coordinator	\$	65,930	\$	54,296	82.4%		\$	54,296
061LES	Lead Eligibility Specialist	\$	62,165	\$	60,099	96.7%		\$	60,099
064ADR	ADRC Specialist	\$	180,261	\$	212,467	117.9%		\$	212,467
064ALW	Asst. AFH Licensing Worker	\$	125,240	\$	119,734	95.6%		\$	119,734
067CEA	Confidential Executive Assist	\$	73,025	\$	48,462	66.4%		\$	48,462
073MRW	Medical Resource Worker	\$	152,061	\$	44,191	29.1%		\$	44,191
075LTB	Lead Trans Brokerage Spec.	\$	-	\$	51,391	0.0%		\$	51,391
075TBS	Transportation Brokerage Spec.	\$	342,564	\$	389,378	113.7%		\$	389,378
076CSA	Case Aide	\$	211,618	\$	176,021	83.2%		\$	176,021
076IHA	In Home Assistant	\$	185,100	\$	253,225	136.8%		\$	253,225
082SMC	Senior Meals Coordinator	\$	44,520	\$	76,621	172.1%		\$	76,621
090RSM	Relief Site Manager	\$	39,940	\$	34,718	86.9%		\$	34,718
88MSM3	Meal Site Manager	\$	251,690	\$	211,903	84.2%		\$	211,903

86.1% Final June payroll accruals have been
processed. Closing adjustments
remain

PERSONNEL

\$ 21,188,032 \$ 18,235,679

\$ 18,446,834

000504	Advertising	\$	37,595	\$	31,409	83.5%		\$	34,265
000506	Auto Expense	\$	17,000	\$	3,164	18.6%		\$	3,452
000510	Bank Charges	\$	13,900	\$	10,819	77.8%		\$	11,803
000513	Board/Comm/Meeting Expense	\$	37,250	\$	25,674	68.9%		\$	28,008
000516	Computer Maintenance	\$	348,400	\$	149,385	42.9%		\$	162,966
000521	Contract Administration	\$	1,500	\$	2,586	172.4%		\$	2,821
000522	Contract Expense	\$	14,378,969	\$	11,888,254	82.7%		\$	13,251,049
000523	CEP Contract	\$	600,000	\$	372,469	62.1%		\$	412,517
000525	Copying	\$	44,465	\$	40,557	91.2%		\$	44,244
000531	Dues and Memberships	\$	78,440	\$	62,217	79.3%		\$	67,873
000532	Equipment Expense	\$	1,000	\$	-	0.0%		\$	-
000533	Finance Indirect	\$	874,506	\$	801,630	91.7%		\$	874,505

000534	Indirect Expense	\$ 1,247,625	\$ 1,143,657	91.7%		\$ 1,247,626
000535	Furniture & Fixtures	\$ 119,800	\$ 16,260	13.6%		\$ 16,260
000537	Insurance	\$ 82,604	\$ 89,885	108.8%		\$ 98,056
000540	Interest Expense	\$ 20,000	\$ 19,385	96.9%		\$ 21,148
000542	Legal Services	\$ 105,000	\$ 2,803	2.7%		\$ 3,057
000543	Licenses and Fees	\$ 304,383	\$ 317,443	104.3%		\$ 325,000
000546	Loan Fees	\$ 15,000	\$ 667	4.4%		\$ 728
000549	Maintenance and Repair	\$ 94,000	\$ 40,611	43.2%		\$ 44,303
000550	Marketing Expense	\$ 3,500	\$ -	0.0%		\$ -
000551	Other Operating	\$ -	\$ 401	0.0%		\$ 401
000553	Loan Admin Exp	\$ 150,000	\$ 90,299	60.2%		\$ 98,508
000555	Postage	\$ 56,511	\$ 39,152	69.3%		\$ 42,230
000558	Printing	\$ 19,250	\$ 13,043	67.8%		\$ 13,859
000561	Rent	\$ 681,669	\$ 655,183	96.1%		\$ 714,745
000564	Resource Reserve	\$ 60,000	\$ 22,237	37.1%		\$ 33,196
000567	Supplies	\$ 77,758	\$ 67,654	87.0%		\$ 68,851
000568	Stipend	\$ 139,008	\$ 69,603	50.1%		\$ 75,930
000570	Technology Indirect	\$ 975,504	\$ 894,284	91.7%		\$ 975,576
000573	Telephone	\$ 182,318	\$ 123,506	67.7%	Transferred phones to Teams	\$ 129,480
000575	Special Event Expense	\$ 20,000	\$ -	0.0%		\$ -
000576	Training	\$ 128,400	\$ 99,842	77.8%		\$ 104,659
000577	Volunteer Recognition	\$ 23,970	\$ 29,596	123.5%		\$ 32,287
000578	Volunteer Travel/Mileage	\$ 53,000	\$ 45,558	86.0%		\$ 49,700
000579	Travel	\$ 131,320	\$ 128,480	97.8%		\$ 134,445
000582	Utilities	\$ 67,677	\$ 59,016	87.2%		\$ 64,381
000584	Janitorial	\$ 97,860	\$ 69,480	71.0%		\$ 75,480

	MATERIALS AND SUPPLIES	\$ 21,289,182	\$ 17,426,209	81.9%	Trending under budget current and FYE projections	\$ 19,263,408
000580	Transfers Out	\$ 423,398	\$ 382,000	90.2%		\$ 1,439,398
000583	Operating Contingency	\$ 10,491,290	\$ -	0.0%		\$ -
	TRANSFERS AND CONTINGENCY	\$ 10,914,688	\$ 382,000	3.5%		\$ 1,439,398
000595	Capital Purchase	\$ 951,120	\$ 618,137	65.0%		\$ 820,000
000596	Leasehold Improvement	\$ 66,000	\$ 9,413	14.3%		\$ 25,000
	CAPITAL OUTLAY	\$ 1,017,120	\$ 627,551	61.7%		\$ 845,000

EXPENSE	\$ 54,409,022	\$ 36,671,438	67.4% Trending under budget current and FYE projections	\$ 39,994,640
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Senior and Disability Services

1400 Queen Ave SE • Suite 206 • Albany, OR 97322
(541) 967-8630 TTY/Voice • 1-800-638-0510 TTY/Voice

203 N Main St • Toledo, OR 97391
(541) 336-2289 • (541) 336-8103 TTY/Voice • (800) 282-6194



Area Agency on Aging

MEMORANDUM

DATE: June 7, 2023
TO: OCWCOG Board of Directors
FROM: Mitzi Naucler, SSAC Chair
RE: **SSAC Membership Application**

On Tuesday, June 6, 2023 the Senior Services Advisory Council (SSAC) met and approved the recommendation of membership for Holly Bollman of Benton County, representing Benton County.

The SSAC requests the approval of membership by the OCWCOG Board of Directors for Holly Bollman.

The SSAC currently has vacancies and is seeking members from each of the three counties.



Oregon Cascades West Council of Governments
Senior and Disability Services
1400 Queen Avenue SE Albany, Oregon
(541) 926-8630 tsharp@ocwcog.org
<https://www.ocwcog.org/connect/volunteer/>

Advisory Council Membership Application

Contact information

Name: Holly Bollman		
Mailing address: [REDACTED]		
City: [REDACTED]	State: [REDACTED]	ZIP: [REDACTED]
Home phone: [REDACTED]		Cell phone: [REDACTED]
Email address: [REDACTED]		
Place of employment: [REDACTED]		
Work address: [REDACTED]		
City: [REDACTED]	State: [REDACTED]	ZIP: [REDACTED]
Work phone: [REDACTED]		
Email address: [REDACTED]		

All applicants must fill out 1 -4 below.

1. Are you a person with a disability?

[REDACTED]

2. Are you age 60 or older?

[REDACTED]

3. Do you receive services from the Department of Human Services Aging and People with Disabilities (or an Area Agency on Aging which contracts with the State of Oregon to provide this service)?

[REDACTED]

4. Put an X by which council you are applying for:



Senior Services Advisory Council



Disability Services Advisory Council

Experiences

List any of the following experiences you have working with seniors or people with disabilities: _____

- Educational _____
- Work/Volunteer OCWCOG AmeriCorps Seniors Programs (2012-2019); City of Albany Parks & Recreation Senior Center (2019-2021)
- Personal Walk to End Alzheimer's Mid-Willamette Valley Committee

Describe how your life experiences, including those above, have had an impact or influence on your life.

For the ~7 years I worked at OCWCOG, I worked with the volunteer programs. I have gained an appreciation for what volunteers bring to our community and know the importance of volunteerism, which is why I choose to volunteer my time whenever possible. I am on the committee for the Corvallis Walk to End Alzheimer's, Corvallis Young Pros, and Albany Emerging Leaders.

Describe why you want to be a Council member.

I have worked in a field for almost my entire career that supports and advocates for seniors in our community. I look forward to working with like-minded people to better support seniors in our community.

Please list two references (personal or professional):

Name: Amy Baird, Lumina Executive Director (my supervisor)
Phone: 541-979-4499

Name: Bernadette Milstead, Director of Wellness for Mennonite Village (work colleague of mine)
Phone: 541-905-6293

What skills would you bring to the Advisory Council?

I have ~10 years of experience in grant writing, fundraising, and experience working with seniors of various backgrounds and status. For the past 10 years I have been involved with community service organizations throughout Linn and Benton Counties and feel that I know our community well.

What do you expect to gain from volunteering with the Advisory Council?

I hope you gain more insight into the systemic issues seniors face in our community and how I, as a professional and citizen, can advocate for the rights of seniors and people with disabilities in our community and throughout the state of Oregon.



MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Board of Directors
FROM: Emma Chavez Sosa, Community and Economic Development Operations Supervisor
RE: **Transportation Brokerage Advisory Committee (TBAC) Membership**

The Transportation Brokerage Advisory Committee (TBAC) was established by the Oregon Cascades West Council of Governments (OCWCOG) to advise the OCWCOG Board and Staff on matters relating to the ongoing operation of the transportation brokerage serving Linn, Benton, and Lincoln Counties, and on other means of improving transportation in the Region.

The Committee provides a forum for the discussion, understanding, and recommendations of Non-Emergent Medical Transportation (NEMT) services, and other transportation services to best meet the needs of residents, transportation providers, medical providers, human services providers, the Oregon Health Authority (OHA), Inter-Community Health Network Coordinated Care Organization (IHN-CCO), and other community stakeholders.

TBAC Staff recommends appointment of the following individuals to the Transportation Brokerage Advisory Committee with a term expiring **June 30, 2024**:

- **Amy Peer**, Program Supervisor, Senior and Disability Services, OCWCOG.
- **Jasper Smith**, Program Manager, Benton County Developmental Diversity Program.
- **Laurie Barajas**, Maternity Care Coordinator, Sam Health Maternity.
- **Justin Thomas**, Program Manager, Linn County Alcohol and Drug.
- **Brad Dillingham**, Benton County Special Transportation Coordinator

Staff recommends appointment of the following individuals to the Transportation Brokerage Advisory Committee with a term expiring **June 30, 2025**:

- **Pam Barlow Lind**, Tribal Planner, Confederated Tribe of Siletz Indians.
- **Cynda Bruce**, STF Coordinator, Lincoln County Transit District
- **George Matland**, President, Signs of Victory
- **Jesse Oakley**, Operator, Oakley's Medical Transport
- **Britny Chandler**, Network Relations Consultant, Samaritan Health Plans

Staff recommends appointment of the following individuals to serve as Ex-Officio Members of the Transportation Brokerage Advisory Committee with no expiring term.

- **Lucille Vincent Vincensio for Britney**, Samaritan Health Plans, MPH Manager
- **Donny Jardine**, Medicaid Transformations Program Manager, OHA, Health Services Division



In the Matter of the 33rd Anniversary of the Americans with Disabilities Act

A PROCLAMATION

Whereas, thirty three years ago, on July 26, 1990, President George H.W. Bush signed into law the Americans with Disabilities Act (ADA), establishing our nation's comprehensive mandate for the elimination of discrimination against individuals with disabilities; and

Whereas, the ADA is a civil rights law, impacting many facets of daily living, including employment, housing, public facilities and services, education, new construction and modifications, and telecommunications; and

Whereas, the ADA has expanded opportunities by reducing physical and other barriers, changing perceptions, and increasing full participation in community life; and

Whereas, Citizens of the Oregon Cascades West region and the nation will recognize that progress has been made by celebrating the 33rd anniversary of the signing of the ADA on July 26, 1990; and

Whereas, while we celebrate the 30th Anniversary of the ADA and the achievements which have been accomplished, we also recognize that the full promise of the ADA can only be reached if we remain committed to continue our efforts to achieve full implementation of the goals of the ADA including the provisions of accessible facilities and services;

Now therefore, Oregon Cascades West Council of Governments does hereby proclaim July 26, 2023 to be recognized as Americans with Disabilities Act Awareness Day, celebrating the 33rd Anniversary of the ADA, and reaffirming the principles of equality and inclusion for people with disabilities.

Dated this 20th day of July, 2023

Claire Hall, OCWCOG Chair

Ryan Vogt, OCWCOG Executive Director



OCWCOG Mobility Hub Project

July 20, 2023

Nick Meltzer, Transportation Programs Manager

Statewide Transportation Improvement Fund (STIF)

- Passed as part of HB2007 (2017 State Transportation Bill)
- Dedicated fund to expand and improve public transit across the state
- 1/10 of 1 percent payroll tax, collected at employer location
 - Capture WA State Commuters
- 90% formula funding to "Qualified Entities"
 - Lincoln County Transit District, Benton County, Linn County
- 9% Discretionary Grants
 - OCWCOG has been very successful, received close to \$1 million over two cycles



Oregon Public Transportation Plan

Volume 1



Key Transit Hub Report

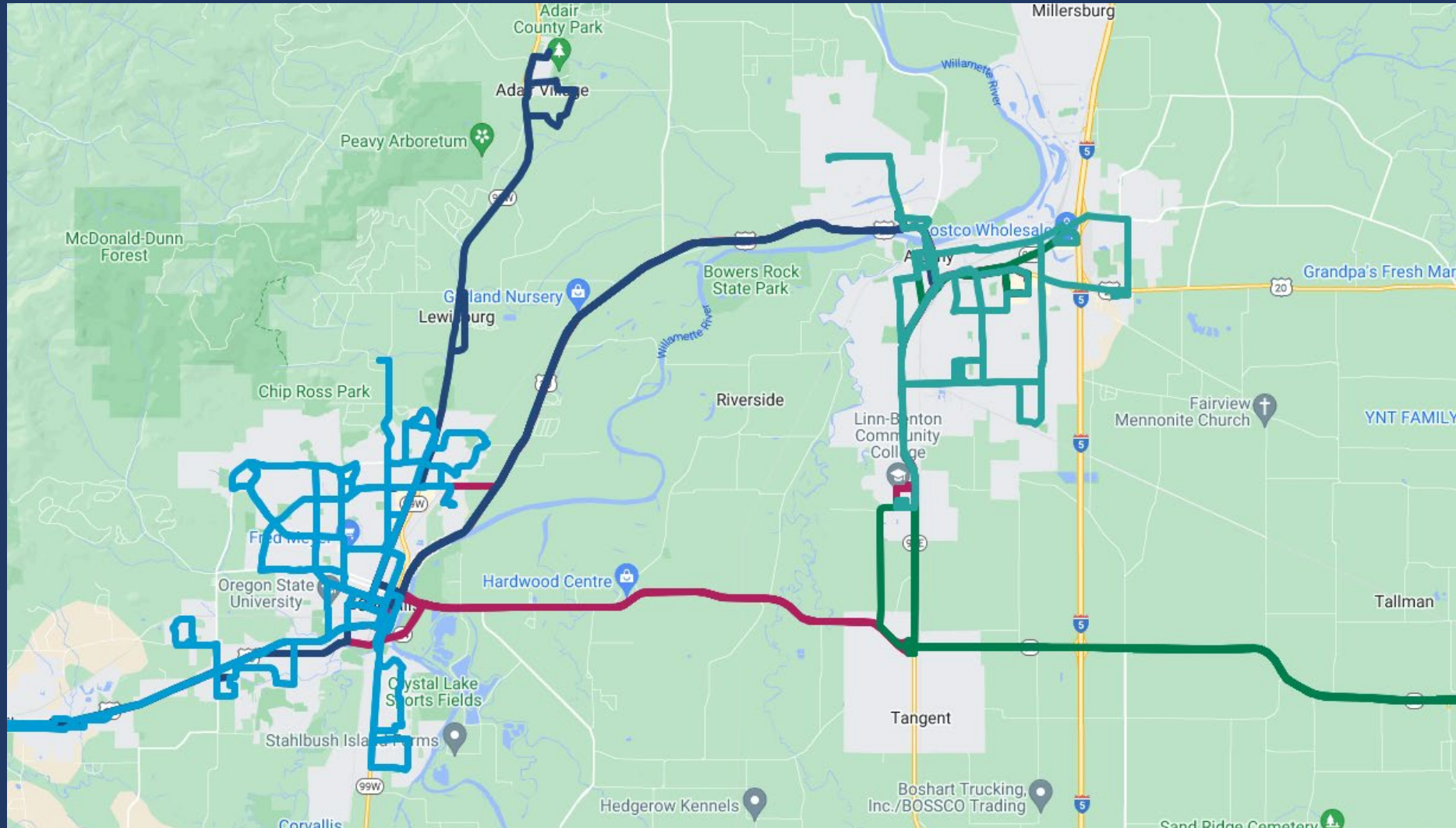
Released September 2020



Public Transportation Division of ODOT
503-986-3300
ODOTPTDReporting@odot.state.or.us



Current Regional Service





Background – Mobility Hub Design

- 2021 STIF Discretionary grant to complete 60% design for two (2) Mobility Hubs
 - Oregon State University
 - Linn-Benton Community College
- Consultant – Parametrix
- Split project in two (2) phases
 - Phase 1 – Conceptual (30%) Design
 - Phase 2 – 60% Design and Permitting
- Complete as of 6/30/2023 for both sites

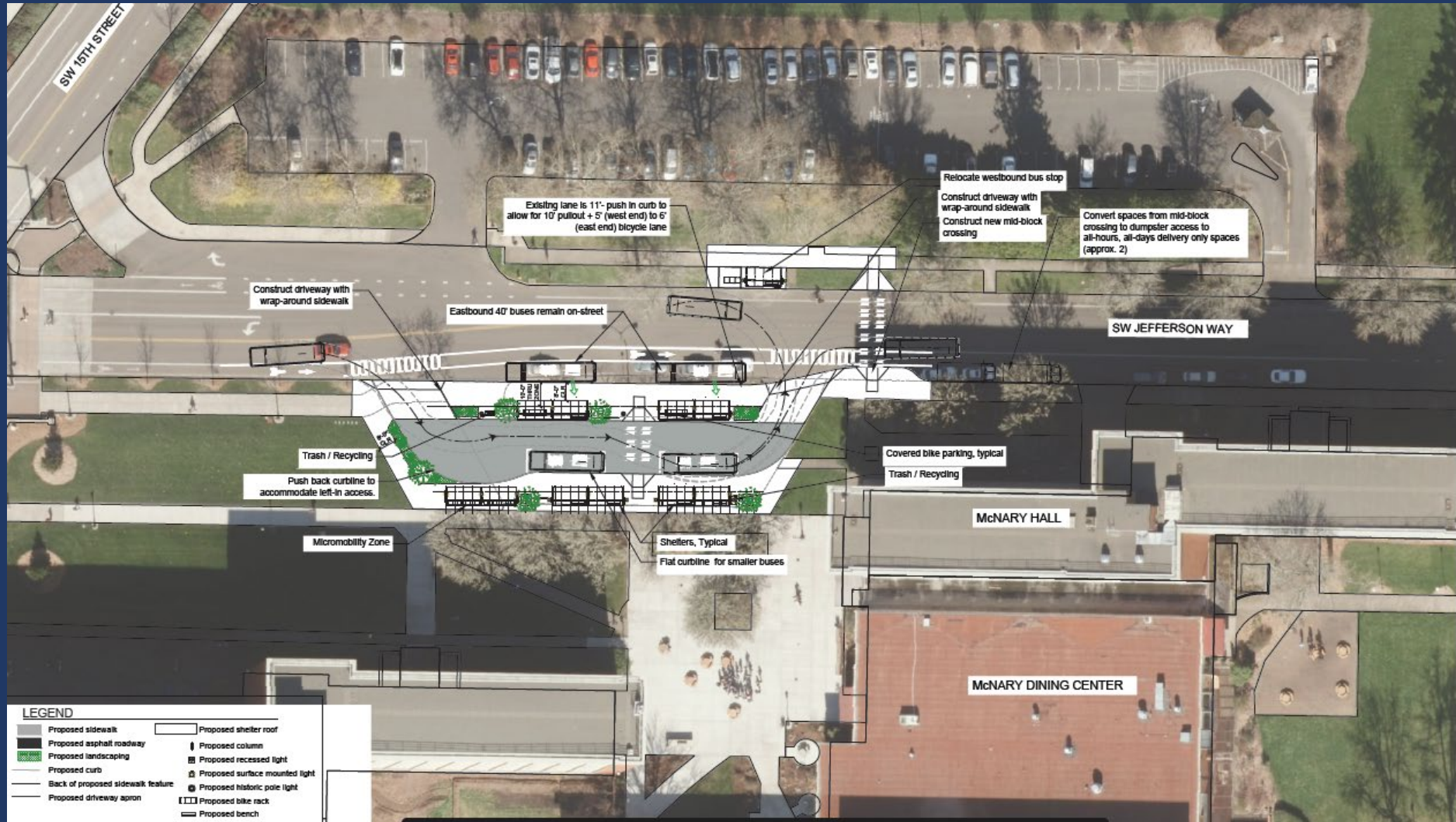
Construction Grant

- 2023 STIF Discretionary grant application to complete design and construct both hubs
 - Application due November 30
 - Letters of Support from the Linn-Benton Loop Board, CAMPO & AAMPO
 - Agreements with OSU and LBCC as property owners
- Project Cost Estimate \$3M
 - \$300K each in local match being requested from both Linn and Benton formula funds
 - OSU and LBCC will contribute in-kind match for construction management
 - Includes ~15% contingency

Grant Successful!

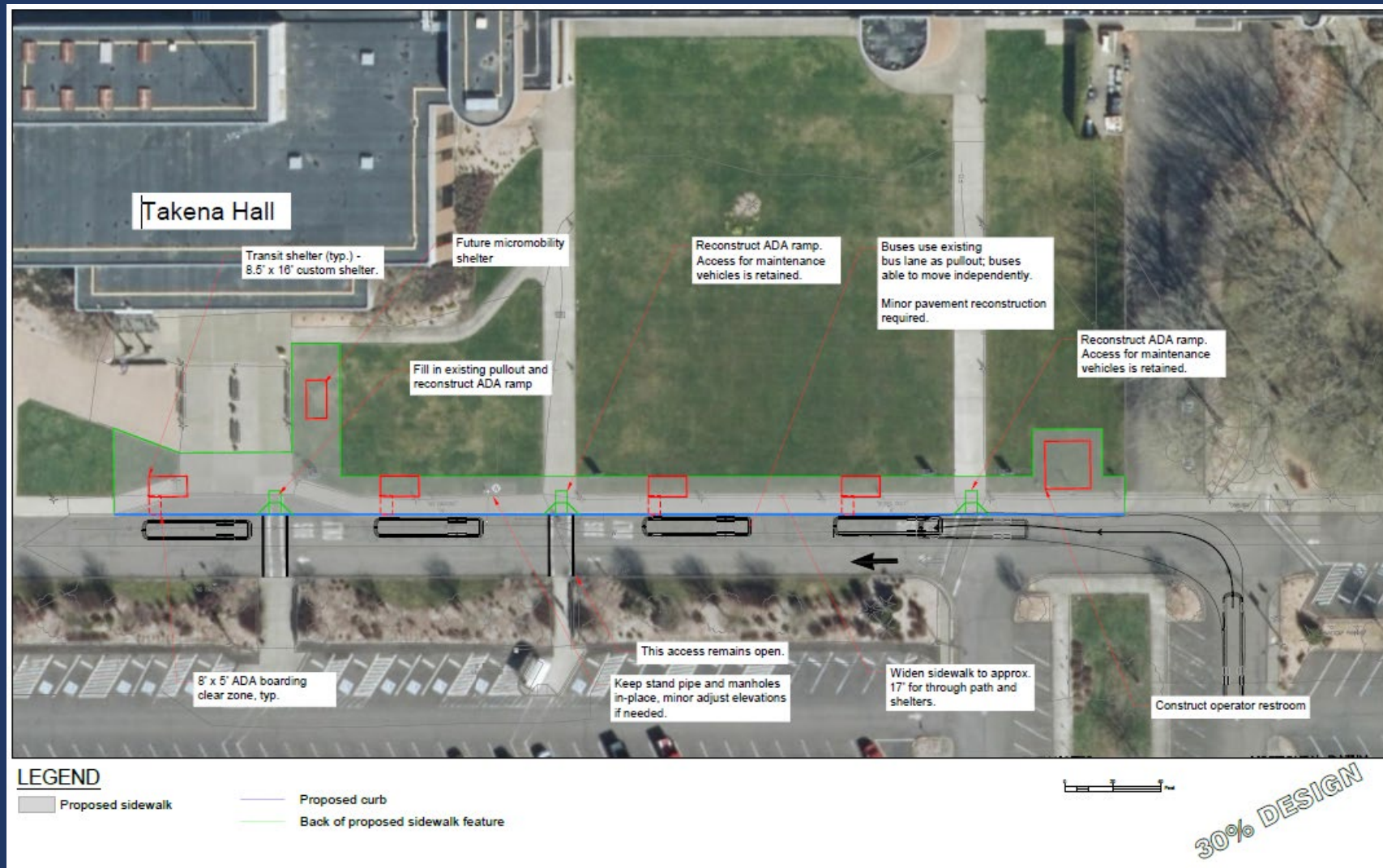
- ODOT received \$35 million in applications for \$28 million in funding.
- The mobility hub grant was the top scoring grant in the STIF Discretionary and Intercommunity program
- Received the full request of \$2.4 million

OSU Site Design (30%)

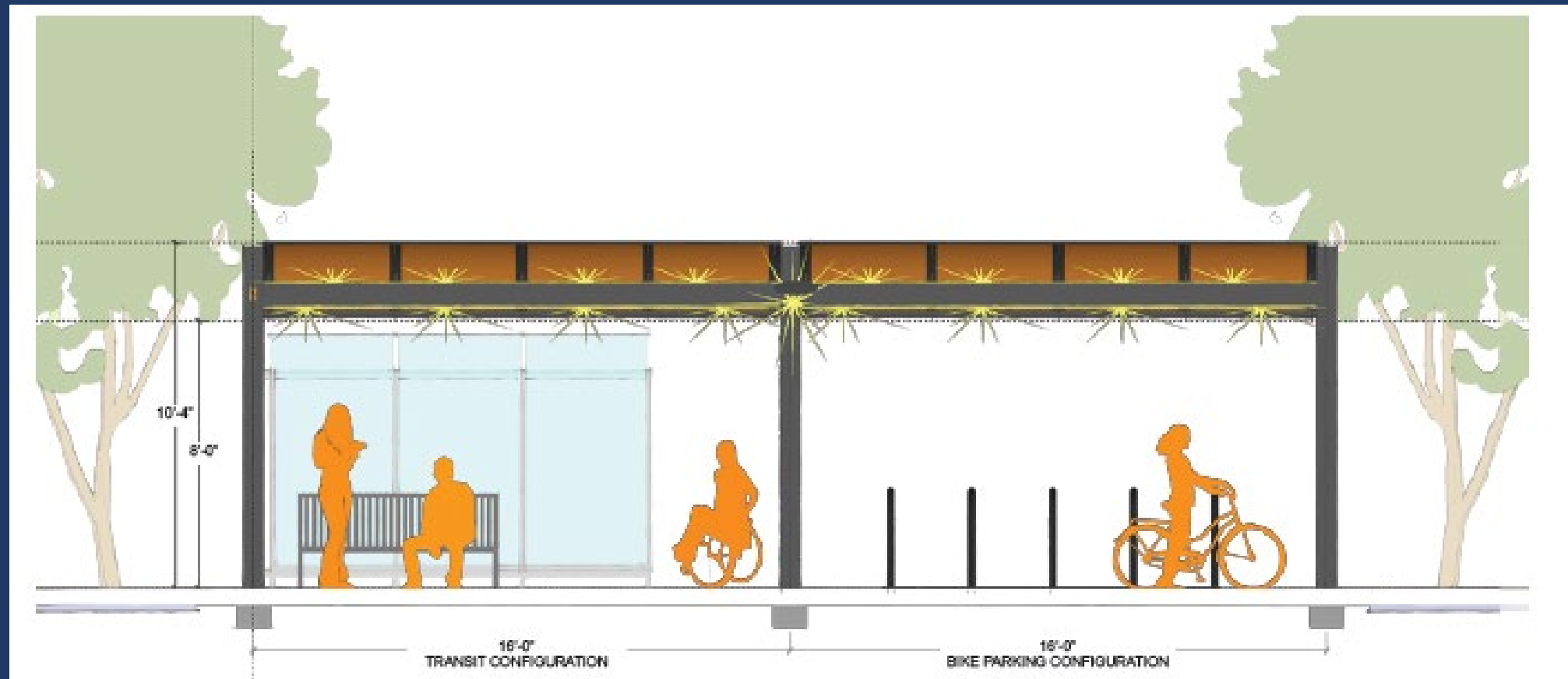




LBCC Site Design (30%)



Shelter Design



Questions/Comments



Classification and Compensation Market Study

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS



FINAL REPORT

June 2, 2023

Prepared by:

Eugene Plukchi

HR Consultant

HR GENUINE LLC

PO Box 1243, Turner, OR 97392

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Executive Summary

Background Information

Oregon Cascades West Council of Governments (OCWCOG) requested HR Genuine LLC, HR Consulting Service, to conduct an independent total compensation market study of represented positions on behalf of OCWCOG. This study is intended to review and evaluate the market competitiveness of OCWCOG represented classifications with jobs of comparable character of work.

Using direct knowledge and field experience, Eugene Plukchi, Human Resources Consultant of HR Genuine LLC, researched, verified, and analyzed the market salary and benefits data, comparing fifty-two (52) OCWCOG's unique represented positions identified in Table 1 with comparable positions among entities specified in Table 2 of the report.

Key Findings

Base Pay and Total Compensation

- HR Genuine LLC found that overall OCWCOG is **market competitive** throughout its minimum, midpoint, and maximum base pay (salary only)¹:
 - 96% (MIN)
 - 97.7% (MID)
 - 99.8 (MAX)
- HR Genuine LLC found that overall OCWCOG is **market competitive** when its total compensation (Base Pay + Insurance Cost + Retirement Contribution) is compared to the average minimum, midpoint, and maximum market compensation¹:
 - 103.7% (TC MIN)
 - 104.0% (TC MID)
 - 105.0% (TC MAX)

Market competitiveness is determined by the following compensation evaluation standard, color-coded for consistency throughout the report data.

Within market average – Compensation figures between 95% and 105% of the market average

Below market average – Compensation figures below 95% of the market average

Above market average – Compensation figures above 105% of the market

¹See **Figure 1** on page 6.

Figure 1: OCWCOG's Overall Market Position

OCWCOG's OVERALL MARKET POSITION									
The data below illustrates OCWCOG's overall market competitiveness. Market performance is rendered as a percentage of the market average value, and job match data illustrates average number of job matches found with the comparators.									
Organizational Data	Job Data	Salary Data			Benefit Data		Total Compensation Data		
ORGANIZATION	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement ER Pick-up	Total Comp MIN	Total Comp MID	Total Comp MAX
Oregon Cascades West Council of Governments	8.0	96.0%	97.7%	99.8%	117.5%	6.0%	103.7%	104.0%	105.0%

Division Performance

OCWCOG maintains four (4) administrative divisions:

- Senior and Disability Services
 - Community Services Program
 - Community and Economic Development
 - General Administration and Information Technology
- Market data indicates that positions in these divisions have similar market competitiveness, with the General Administration and Information Technology division moderately behind the other divisions in total compensation, and the Community Services Program slightly below the market average at its midpoint base pay².

²See **Figure 2** on page 7.

Figure 2: OCWCOG's Overall Market Position – All Divisions

OCWCOG's OVERALL MARKET POSITION		ALL DIVISIONS								
The data below illustrates market competitiveness of OCWCOG's represented positions in all divisions. Division performance is rendered as a percentage of the market average value, and job match data illustrates average number of job matches found with the comparators.										
Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title		Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement ER Pick-up	Total Comp MIN	Total Comp MID	Total Comp MAX
Senior and Disability Services		6.7	100.6%	102.1%	103.6%	116.1%	6.0%	106.5%	106.9%	107.5%
Community and Economic Development		7.4	97.5%	97.8%	99.4%	121.4%	6.0%	105.4%	104.4%	104.8%
Community Services Program		7.0	91.1%	93.9%	96.5%	118.8%	6.0%	101.9%	102.7%	103.8%
General Administration and Information Technology		10.8	94.7%	96.9%	99.8%	113.8%	6.0%	101.1%	102.0%	103.7%
OCWCOG's overall performance with market average (%)		8.0	96.0%	97.7%	99.8%	117.5%	6.0%	103.7%	104.0%	105.0%

➤ See **APPENDIXES A & B** for more detailed market comparison of OCWCOG's divisions.

Methodology

Phase 1 – Preparation and Development

Market salary and benefit data was collected and compiled by HR Genuine LLC by surveying designated comparator organizations. Throughout the phases of the salary survey, Eugene Plukchi, HR Consultant with HR Genuine LLC, collaborated with OCWCOG HR Manager, Ryan Schulze, and communicated with OCWCOG Human Resources team members to obtain necessary job, pay, and organizational data.

Information about OCWCOG positions was obtained from the current copies of job descriptions, as submitted by OCWCOG.

To ensure the descriptions for OCWCOG positions accurately represent their current duties and responsibilities, the following project steps were completed:

- Employees holding surveyed positions were given an opportunity to review the essential duties of their positions and note any changes through an online job questionnaire developed by HR Genuine LLC.
- HR Consultant incorporated their collective feedback into the online job surveys, which was provided by HR Genuine LLC to the OCWCOG managers supervising these positions.
- Managers were given an opportunity to review employee input and provide any additional feedback and make comments.

Prior to executing external market comparison, HR Genuine LLC updated the essential duties of the surveyed positions' descriptions to reflect any modifications resulting from the survey completion. Where necessary, HR Genuine LLC partnered with OCWCOG HR Manager to ensure the accuracy of the essential duties of the positions under this study.

Represented Positions

The following positions have been included in the salary study. To review job summaries for each position, see **APPENDIX E**.

Table 1. OCWCOG's Classifications and Positions

Community and Economic Development	Community Services Program
Position Title	Position Title
Administrative Assistant	Administrative Assistant
Administrative Assistant - Ride Line	Administrative Assistant - Stand By Me
Brokerage Scheduler - Ride Line	Eligibility Specialist - CSP AmeriCorps Seniors
Community Outreach Coordinator	Meal Site Manager
Customer Service Coordinator	Meals on Wheels Clerical Specialist
Customer Service Representative - Ride Line	Meals On Wheels Coordinator
Economic Recovery Coordinator	Money Management Coordinator
Executive Assistant	Office Support Specialist - Money Management
GIS Analyst/Planner	Roving Meal Site Manager
MPO Planner	Senior Meals Coordinator - MSM Combo
Provider Relations Coordinator - Ride Line	Veteran Service Officer
Senior Loan Officer	Total CSP Positions: 11
Transportation Options Outreach Coordinator	
Total CED Positions: 13	

Senior and Disability Services

Position Title

Administrative Assistant
ADRC Specialist
APS Specialist
Case Aide - APS
Case Aide - Medicaid
Case Manager
Diversion & Transition Coord
Eligibility Specialist
Employee Resource Consultant
Executive Assistant - SDS
Housing Supports Specialist
In-Home Assistant
Licensing & Monitoring Specialist
Office Support/Receptionist
Program Support - QA Trainer - SDS
QA Case Manager

Total SDS/VSO Positions: 16

Total OCWCOG positions included in the study: 52

General Administration and Information Technology

Position Title

Accounting Specialist
Administrative Assistant - Finance
Application Support Analyst
Communications Specialist
Contracts Coordinator
Facilities Maintenance Coordinator
Information Systems Specialist
Network Security Engineer
Payroll Clerk
Project Manager
Systems Administrator
Workstation Support Specialist
Total GA/IT Positions: 12

Following updates to the essential duties of OWCOG represented positions, HR Genuine LLC collected and compiled market salary and benefits data for comparable positions by surveying the designated comparator organizations. To ensure accuracy, job and pay data was obtained from each entity's current salary chart containing comparable classifications. Where needed, the consultant followed up with the entity representative to ensure accuracy and timeliness of salary data.

Peer Entities

HR Genuine LLC identified seventeen (17) employers as peer entities from which to solicit and survey positions of comparable character of work, which maintained positions in the following departments:

- General Administration and Information Technology
- Community & Economic Development
- Business Lending
- Senior and Disability Services
- Community Services
- Transportation Services

Table 2. Surveyed Organizations

#	Organization
1	Albany, City of
2	Benton County
3	Central Oregon Intragovernmental Council
4	Community Services Consortium
5	Community Action Team (Columbia Co. VSO position only)
6	Corvallis, City of
7	Lane Council of Governments
8	Lane County
9	Lincoln County
10	Linn County
11	Marion County
12	Mid-Willamette Valley Council of Governments
13	NorthWest Senior & Disability Services
14	Polk County
15	Rogue Valley Council of Governments
16	Salem, City of
17	State of Oregon

Phase 2 – Market Analysis

HR GENUINE, LLC collected and studied the job descriptions from each of the comparator organizations in the market to ensure proper job matches were made. The essential functions, the scope and type of work, and the minimum qualification requirements were considered in determining a match. Whenever job duties and minimum qualification requirements were not substantially comparable, the differences in duties and qualifications were taken into account.

Some comparator organizations did not maintain the same list of comparable positions due to the variations in the types of services they provide, the difference in the organizational structure, and the methods of workload distribution. Therefore, an attempt was made to identify other similar positions within those organizations that perform work of comparable character and have compensable factors like the positions under this study. Consideration was given to the positions' essential functions and to their relationship with those of higher or lesser scope of responsibility within the organization. This data was reviewed thoroughly to ensure an appropriate match.

Research was conducted to find at least three (3) strong job matches to provide an adequate average market for use in salary considerations. Some surveyed positions had fewer job matches. When an insufficient number of job matches were found within the comparator agencies, other classifications within the organization with similar job responsibility, complexity, and education/experience requirements were considered.

HR Genuine LLC analyzed and identified positions among the surveyed entities that have both comparable duties and comparable minimum qualifications requirements. Salary and benefits data for all identified positions was compiled to illustrate how OCWCOG positions compare with the market data.

Salary Analysis Terms and Definitions

The **base pay data** used in the compensation survey represents monthly wages, exclusive of any shift differential, overtime, or other types of variable pay. Where pay data for comparator agencies was reported in a period other than monthly, an arithmetic formula was used to convert pay figures to match OCWCOG's pay period.

The **total compensation** data includes base pay salary + the total cost of employer-paid benefits + the total amount paid by employer to fund retirement benefits as a percentage value applied to base salary.

The **salary range data** provides base pay information and is illustrated by the actual minimum, (starting) pay (MIN), the rate of pay at mid-point of the salary range (MID,) and the maximum (MAX) monthly salary figure, inclusive of any longevity steps. The MIN, MID, and MAX figures represent actual steps of the salary range. Where the salary range data was illustrated only by the minimum and the maximum, the mid-point was calculated by taking the sum of the range's minimum and maximum, divided by two.

$$= (\text{MIN} + \text{MAX}) / 2$$

To evaluate OCWCOG's compensation for market competitiveness, both the **average** and the **median** market rates were calculated. Mathematically, the average value describes the sum of numbers divided by the count of numbers. The median is the middle number of the data set when the data is arranged from the lowest to highest. The average value provides a more accurate sense of the total scope of pay data and considers all comparator salaries and their effect on OCWCOG's market competitiveness. The median value is a good indicator of the more realistic average salary when substantial difference in compensation between comparable positions exists. This is because the median is not changed as much by an unusually high or low number(s) in the market compensation data.

OCWCOG's **market position** (competitiveness) is shown by the percentage value OCWCOG occupies of the market average/median comparable data point. A number above 100% indicates OCWCOG's compensation is above the market average/median, and a number below 100% indicates OCWCOG's compensation is below the market average/median. This difference from 100% illustrates the range of adjustment that could be made either up or down the OCWCOG's salary range and other monetary contributions to match the market data. For each market position, except the cost of benefits, the following industry standards are used:

Within market average – Compensation figures between 95% and 105% of the market average

Below market average – Compensation figures below 95% of the market average

Above market average – Compensation figures above 105% of the market

Per OCWCOG's policy, adjustments may be made if the current total compensation is 5% or more below the average job market rate at midpoint.

Phase 3 – Findings Review and Report

HR GENUINE LLC Compiled a summary narrative reporting study findings, including detailed market data on wages, health benefit costs, supplemental benefits, paid leave, and retirement contributions. Obtained compensation data reflects market data surveyed as of May 31, 2023.

Market Position by Division – Base Pay and Total Compensation

Senior and Disability Services

OCWCOG's Senior and Disability Services serves as both the Area Agency on Aging (AAA), and the Medicaid long-term care agency for the region of Benton, Lincoln, and Linn Counties. Represented positions that comprise this division work in the provision of social services, protective services, food security and other similar services, and include administrative and office support roles.

Base Pay

Of the sixteen (16) surveyed positions in the Senior and Disability Services department³:

1. Six (6) were found to be compensated above the market average at midpoint
2. Nine (9) were found to be compensated within the market average at midpoint
3. One (1) was found to be compensated below the market average at midpoint:
 - 1) Licensing and Monitoring Specialist (93.6%)

Total Compensation

Of the seventeen (16) surveyed positions in the Senior and Disability Services department³:

1. Eleven (11) were found to be compensated above the market average at midpoint
2. Five (5) were found to be compensated within the market average at midpoint
3. None (0) were found to be compensated below the market average at midpoint.

³See **Figure 3** on page 14.

Figure 3: Market Position – Senior and Disability Services

OCWCOG's MARKET POSITION		Senior & Disability Services								
The data below illustrates market competitiveness of OCWCOG's positions in the Senior and Disability Services Division. Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.										
Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Division's overall performance with market average (%)		6.7	100.6%	102.1%	103.6%	116.1%	6.0%	106.5%	106.9%	107.5%

Community Services Program

OCWCOG's Community Services Program serves the Region's older adult population, adults with long-term physical disabilities, and Veterans, through programs such as Meals On Wheels Senior Corps Programs, including Foster Grandparent Program, Retired and Senior Volunteer Program and Senior Companion Program; and Money Management Program.

Positions in this division assist residents and program participants in maintaining their health, wellness, independence, and dignity, and work to reduce social isolation by maintaining connection to the community. Staff also coordinate a variety of volunteer, advocacy, and other community events throughout the Region.

Base Pay

Of the eleven (11) surveyed positions in the Community Services Program department:

1. One (1) was found to be compensated above the market average at midpoint
2. Three (3) were found to be compensated within the market average at midpoint
3. Seven (7) were found to be compensated below the market average at midpoint (See **Figure 4** below.)

Total Compensation

Of the eleven (11) surveyed positions in the Community Services Program department:

1. One (1) was found to be compensated above the market average at midpoint
2. Nine (9) were found to be compensated within the market average at midpoint
3. One (1) was found to be compensated below the market average at midpoint (Veteran Service Officer).

Figure 4: Market Position – Community Services Program

OCWCOG's MARKET POSITION

Community Services Program

The data below illustrates market competitiveness of OCWCOG's positions in the Community Services Program.

Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
AmeriCorps Eligibility Specialist		4	105.0%	105.4%	107.2%	108.5%	6.0%	107.2%	107.3%	108.5%
Administrative Assistant - CSP		15	96.0%	99.7%	102.3%	113.7%	6.0%	103.2%	104.9%	106.2%
Administrative Assistant - Stand By Me		15	95.7%	99.1%	101.7%	113.7%	6.0%	102.9%	104.6%	105.8%
Mealsite Manager		3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Roving Meal Site Manager		3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Senior Meals Coordinator		3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Senior Meals Coordinator/MSM Combo		3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Clerical Specialist - Money Management		10	92.3%	97.4%	100.9%	109.6%	6.0%	99.4%	102.0%	104.0%
Clerical Specialist - Meals on Wheels		10	89.6%	94.4%	97.5%	107.4%	6.0%	97.4%	99.9%	101.5%
Money Management Program Coordinator		2	85.4%	86.2%	88.3%	124.7%	6.0%	97.4%	96.6%	97.1%
Veteran Service Officer		9	80.8%	81.6%	82.2%	121.2%	6.0%	93.4%	92.4%	91.7%
Division's overall performance with market average (%)		7.0	91.1%	93.9%	96.5%	118.8%	6.0%	101.9%	102.7%	103.8%

Community and Economic Development

The Community and Economic Development Department at OCWCOG is structured to provide services across the region in land use and transportation planning, non-emergent medical transportation, and small business lending. Employees in this department work to improve the quality of life for residents in the tri-County region and include professional staff who assist communities, especially smaller communities, with specialized tasks for which they do not have in-house expertise.

Base Pay

Of the thirteen (13) surveyed positions in the Community and Economic Development department⁴:

1. One (1) was found to be compensated above the market average at midpoint
2. Ten (10) were found to be compensated within the market average at midpoint
3. Two (2) were found to be compensated below the market average at midpoint
 - 1) Transportation Options Planner
 - 2) Customer Service Coordinator – Ride Line.

Total Compensation

Of the thirteen (13) surveyed positions in the Community and Economic Development department⁴:

- 1) Five (5) were found to be compensated above the market average at midpoint
- 2) Eight (8) were found to be compensated within the market average at midpoint
- 3) None (0) were found to be compensated below the market average at midpoint.

⁴See **Figure 5** on page 17.

Figure 5: Market Position – Community and Economic Development

OCWCOG's MARKET POSITION **Community and Economic Development**

The data below illustrates market competitiveness of OCWCOG's positions in the Community and Economic Development Division. Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Sr. Loan Officer	CED	6	113.3%	106.4%	104.7%	124.9%	6.0%	116.4%	110.6%	108.7%
Customer Service Rep. Ride Line	CED	3	95.3%	99.0%	103.0%	123.9%	6.0%	107.7%	109.2%	111.3%
Brokerage Scheduler	CED	2	94.8%	99.6%	106.3%	129.6%	6.0%	107.2%	109.2%	113.2%
MPO Planner	CED	9	99.8%	100.7%	103.5%	123.0%	6.0%	106.5%	106.4%	108.1%
Economic Resilience Coordinator	CED	4	104.9%	101.3%	101.0%	118.3%	6.0%	109.3%	106.0%	105.3%
Community Outreach Coordinator	CED	9	98.6%	101.0%	103.8%	108.7%	6.0%	103.4%	104.7%	106.5%
Administrative Assistant - Ride Line	CED	16	94.4%	98.1%	100.4%	113.9%	6.0%	102.5%	104.2%	105.3%
Administrative Assistant	CED	15	92.9%	96.7%	99.1%	113.1%	6.0%	101.1%	102.8%	103.9%
Executive Assistant	CED	15	92.6%	96.5%	99.6%	112.1%	6.0%	100.1%	102.1%	103.8%
Transportation Options Planner	CED	5	92.6%	93.2%	94.5%	124.0%	6.0%	101.8%	101.0%	101.1%
Provider Relations Coordinator - Ride Line	CED	1	101.5%	100.6%	99.2%	101.3%	6.0%	101.4%	100.9%	99.9%
Customer Service Coordinator - Ride Line	CED	1	93.7%	82.2%	77.1%	173.9%	6.0%	114.4%	100.6%	93.1%
GIS Analyst/Planner	CED	10	93.0%	95.8%	100.2%	112.1%	6.0%	98.1%	99.6%	102.5%
Division's overall performance with market average (%)		7.4	97.5%	97.8%	99.4%	121.4%	6.0%	105.4%	104.4%	104.8%

General Administration and Information Technology

General Administration provides support to the programmatic departments of OCWCOG and the Board of Directors. Support includes human resources, accounting, and financial services; facilities and technology management; and oversight and approval of policies and procedures of the organization. General Administration also provides services to OCWCOG' members in the form of business and technology services for nominal fees.

Base Pay

Of the twelve (12) surveyed positions in the General Administration and Information Technology department:

1. One (1) was found to be compensated above the market average at midpoint
2. Six (6) were found to be compensated within the market average at midpoint
3. Five (5) were found to be compensated below the market average at midpoint:

- 1) Application Support Specialist
- 2) Facilities Maintenance Coordinator
- 3) Network Security Engineer
- 4) Payroll and Accounting Clerk
- 5) Systems Administrator

Total Compensation

Of the twelve (12) surveyed positions in the General Administration and Information Technology:

- 1) Two (2) were found to be compensated above the market average at midpoint
- 2) Nine (9) were found to be compensated within the market average at midpoint
- 3) One (1) was found to be compensated below the market average at midpoint. (Application Support Specialist)

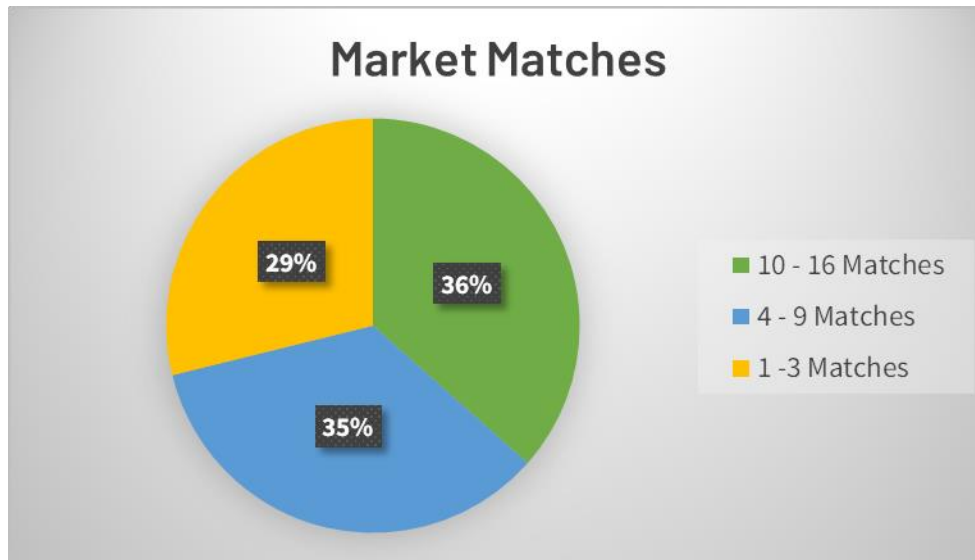
Figure 6: Market Position – General Administration and IT

OCWCOG's MARKET POSITION		General Administration and Information Technology								
The data below illustrates market competitiveness of OCWCOG's positions in the General Administration and Information Technology Division. Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.										
Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Contracts Coordinator	GA/IT	2	100.0%	103.8%	109.0%	109.4%	6.0%	105.1%	107.5%	111.2%
Workstation Support Specialist	GA/IT	9	102.7%	106.7%	111.9%	106.4%	6.0%	104.7%	107.3%	111.0%
Project Manager	GA/IT	9	97.5%	96.2%	96.5%	130.6%	6.0%	107.3%	105.0%	104.3%
Accounting Specialist	GA/IT	16	96.5%	99.4%	101.8%	114.6%	6.0%	103.4%	104.7%	106.0%
Information Systems Specialist	GA/IT	11	99.3%	101.6%	104.1%	108.8%	6.0%	103.0%	104.4%	106.1%
Communications Specialist	GA/IT	5	96.1%	97.3%	100.2%	117.8%	6.0%	102.7%	102.8%	104.5%
Administrative Assistant - Finance	GA/IT	15	92.6%	96.2%	98.0%	112.8%	6.0%	101.0%	102.6%	103.3%
Payroll and Accounting Clerk	GA/IT	14	91.0%	92.5%	94.2%	114.4%	6.0%	100.0%	100.1%	100.6%
Facilities Maintenance Coordinator	GA/IT	13	89.1%	91.9%	95.3%	117.2%	6.0%	98.6%	99.6%	101.4%
Network Security Engineer	GA/IT	13	91.0%	92.7%	95.6%	114.9%	6.0%	97.2%	97.7%	99.5%
Systems Administrator	GA/IT	13	91.7%	93.1%	96.0%	110.4%	6.0%	97.0%	97.5%	99.4%
Application Support Specialist	GA/IT	9	88.7%	91.2%	95.1%	108.8%	6.0%	93.7%	94.9%	97.5%
Division's overall performance with market average		10.8	94.7%	96.9%	99.8%	113.8%	6.0%	101.1%	102.0%	103.7%

Market Match Findings

Market research revealed the greatest number of matches to be among administrative role positions, including IT. Positions such as Administrative Assistant, Accounting Specialist, Clerical Support Specialist, IT Specialist, Network & Security Engineer, GIS Analyst/Planner and others yielded between ten (10) and sixteen (16) matches. Professional roles and social service positions comprised the mid-section of the “pie” and had between four (4) and nine (9) matches.

Figure 7: Market Matches – Percentages



Of the fifty-two (52) surveyed positions, twelve (12) positions yielded three (3) or less market matches. This can happen due to uniquely structured roles with responsibilities tied to specific funding, programs, or a project. In some instance local governments, along with OCWCOG, include in their geographical service area the counties governed by the entities included in the comparison, such as Linn, Benton, and Lincoln Counties. It is also common for other county and local governments to contract the provision of similar services such as nutrition services and non-emergent transportation services for older adults to various senior congregate and home delivered meals service centers, city transit service, and other non-profit organizations and local businesses. Removing these matches from the analysis, however, does not bear any notable impact on OCWCOG’s overall market performance, with less than 1% difference at base pay and total compensation midpoint.

Table 3. Positions with less than three (3) market matches

Job Title	Division	Match Count
Customer Service Coordinator - Ride Line	CED	1
Provider Relations Coordinator - Ride Line	CED	1
Brokerage Scheduler	CED	2
Money Management Program Coordinator	CSP	2
Contracts Coordinator	GA/IT	2
Case Aide	SDS	2
Case Aide - APS	SDS	2
ERC Consultant	SDS	2

Market Position – Health Insurance Benefits

Health Benefits Findings

Market research indicates that OCWCOG provides a generous and comprehensive benefits package for employees and their dependents. Employees have four (4) medical plans, four (4) dental plans, and three (3) vision coverage options to choose from. These plans are provided through Oregon Educators Benefits Board (OEBB) Moda Health and Kaiser Plans.

For market comparison, HR GENUINE, LLC utilized the FAMILY cost of the health plan combination with the highest financial liability to each entity in the comparison that includes medical, vision, and dental coverage. For OCWCOG, the most populous MODA 1 medical plan, together with MODA Vision Pearl Plan 1 and Delta Dental Premier Plan 1, was used. The total cost of OCWCOG's monthly premium for this plan combination is **\$2,576**. See **Appendix C** for detailed benefit premium costs for all entities. This study did not compare the value of benefits such as deductibles, co-pays, and maximum coverage amounts, only the costs of benefits.

Health Benefits Cost Review – PPO Plan

- OCWCOG's premiums costs are below market for employee only, employee + child(ren), and employee + spouse/domestic partner coverage at approximately 69%, 81%, and 95% respectively of what peer entities pay on average across the same enrollment tiers in PPO plans.
- OCWCOG's premium costs are above market for family coverage, at approximately 107% of what peer entities pay on average across the same enrollment tiers.

Health Benefits Cost Review – HMO Plan

- OCWCOG's premiums costs are below market for employee only and employee + child(ren) coverage, being approximately 67% and 77% of what peer entities pay on average across the same enrollment tiers in HMO plans.
- OCWCOG's premium costs are within the market for employee + spouse/domestic partner enrollment, and family coverage, at 95% and 104% of what peer entities pay on average across the same enrollment tiers.

Health Benefits Cost Review – HDHP Plan

- OCWCOG's premiums costs are below market for employee only coverage being approximately 69%, within market for employee + child(ren) coverage at 105% of what peer entities pay on average across the same enrollment tiers in PPO plans.
- OCWCOG's premium costs are significantly above the market for employee + spouse/domestic partner enrollment and family coverage, at 120% and 143% of what peer entities pay across the same enrollment tiers.

Figure 8: Health Benefits Total Premium Costs – All Plans

OCWCOG'S MARKET POSITION					HEALTH BENEFITS COSTS - TOTAL PREMIUM (Medical, Dental, Vision)								
The data below illustrates market competitiveness of OCWCOG's contribution towards health benefits costs. OCWCOG's premium costs rendered as percentage of the market average for the plan type. NOTE: Percentage value in green means OCWCOG pays more than the market average, percentages in red means OCWCOG pays less than the market average for tiered coverage.													
Organizational Data		PPO PLAN				HMO PLAN				HDHP PLAN			
SURVEYED ORGANIZATION		EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Oregon Cascades West Council of Governments		\$828	\$1,592	\$1,807	\$2,576	\$745	\$1,415	\$1,638	\$2,308	\$786	\$1,525	\$1,689	\$2,309
Market Average - Surveyed Organizations		\$1,201	\$1,979	\$1,904	\$2,412	\$1,104	\$1,838	\$1,726	\$2,212	\$1,061	\$1,506	\$1,410	\$1,644
OCWCOG as a percentage of Market Average		68.9%	80.5%	94.9%	106.8%	67.4%	77.0%	94.9%	104.4%	74.1%	101.3%	119.8%	140.4%
Adjustment to 100% of Market Average		31.1%	19.5%	5.1%	-6.8%	32.6%	23.0%	5.1%	-4.4%	25.9%	-1.3%	-19.8%	-40.4%
Market Median - Surveyed Organizations		\$1,066	\$1,967	\$1,759	\$2,400	\$897	\$1,762	\$1,715	\$2,286	\$865	\$1,688	\$1,439	\$1,698
OCWCOG as a percentage of Market Median		77.6%	81.0%	102.7%	107.4%	83.0%	80.3%	95.5%	101.0%	90.9%	90.4%	117.4%	135.9%
Adjustment to 100% of Market Median		22.4%	19.0%	-2.7%	-7.4%	17.0%	19.7%	4.5%	-1.0%	9.1%	9.6%	-17.4%	-35.9%

Health Benefits Premium Cost share

OCWCOG pays 100% of the premium costs for the high deductible health plan (Moda 6), Moda 2, vision, and dental plans. OCWCOG pays 98.5% of the cost for the MODA 1 and Kaiser plans, which is the only plan that results in a 1.5% premium cost share for employees. This cost-share is illustrated in figures 9 – 11.

- Overall, employee premium cost share is significantly below the cost of benefits charged to employees among peer entities and is generally within 25% of what employees in comparator organizations pay as a share for their benefits.

Figure 9: Health Benefits Premium Cost Share – PPO Plan

OCWCOG's MARKET POSITION - PPO PLAN		HEALTH BENEFITS COSTS - PREMIUM SHARE (Medical, Dental, Vision)							
The data below illustrates market competitiveness of OCWCOG's contributions towards health benefits costs shared by employer/employee. OCWCOG Premiums rendered as a percentage of market average. Percentage value in green means OCWCOG pays more than the market average, percentages in red means OCWCOG pays less than the market average for tiered coverage.									
ORGANIZATIONAL DATA		EMPLOYER COST				EMPLOYEE COST			
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Oregon Cascades West Council of Governments		\$817	\$1,571	\$1,782	\$2,542	\$11	\$21	\$24	\$34
Market Average - Surveyed Organizations		\$1,117	\$1,794	\$1,737	\$2,168	\$82	\$163	\$150	\$199
OCWCOG as a percentage of Market Average		73.1%	87.6%	102.6%	117.3%	13.6%	13.0%	16.3%	17.3%
Adjustment to 100% of Market Average		26.9%	12.4%	-2.6%	-17.3%	86.4%	87.0%	83.7%	82.7%
Market Median - Surveyed Organizations		\$966	\$1,743	\$1,670	\$2,133	\$50	\$162	\$133	\$192
OCWCOG as a percentage of Market Median		84.6%	90.2%	106.7%	119.2%	22.3%	13.0%	18.4%	17.9%
Adjustment to 100% of Market Median		15.4%	9.8%	-6.7%	-19.2%	77.7%	87.0%	81.6%	82.1%

Figure 10: Health Benefits Premium Cost Share – HMO Plan

OCWCOG's MARKET POSITION – HMO

HEALTH BENEFITS COSTS – PREMIUM SHARE (Medical, Dental, Vision)

The data below illustrate market competitiveness of OCWCOG's contribution towards health benefits costs shared by employer/employee.

OCWCOG's premiums rendered as percentage of market average. Percentage value in **green** means OCWCOG pays less than the market average, percentages in **red** means OCWCOG pays more than the market average for tiered coverage.

ORGANIZATIONAL DATA		EMPLOYER COST				EMPLOYEE COST			
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Oregon Cascades West Council of Governments		\$745	\$1,415	\$1,638	\$2,308	\$10	\$19	\$22	\$31
Market Average – Surveyed Organizations		\$1,059	\$1,728	\$1,634	\$2,074	\$45	\$110	\$92	\$137
OCWCOG as a percentage of Market Average		70.3%	81.9%	100.3%	111.3%	22.0%	17.2%	23.9%	22.5%
Adjustment to 100% of Market Average		29.7%	18.1%	-0.3%	-11.3%	78.0%	82.8%	76.1%	77.5%
Market Median – Surveyed Organizations		\$856	\$1,665	\$1,619	\$2,115	\$36	\$103	\$80	\$134
OCWCOG as a percentage of Market Median		87.0%	84.9%	101.2%	109.1%	27.6%	18.3%	27.4%	23.0%
Adjustment to 100% of Market Median		13.0%	15.1%	-1.2%	-9.1%	72.4%	81.7%	72.6%	77.0%

Figure 11: Health Benefits Premium Cost Share – HDHP Plan + HSA/HRA

OCWCOG MARKET POSITION – HDHP HEALTH BENEFITS COSTS – PREMIUMS (Medical, Dental, Vision)

The data below illustrate market competitiveness of OCWCOG's contribution towards health benefits costs as shared by employer/employee.

Data presented from highest to lowest monthly total premium cost. OCWCOG Premiums rendered as percentage of market average. Percentage value in **green** means OCWCOG pays less than the market average, percentages in **red** means OCWCOG pays more than the market average for tiered coverage.

Organizational Data		EMPLOYER COST				EMPLOYEE COST				HSA/HRA ER Contribution	
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	FAMILY
Oregon Cascades West Council of Governments		\$786	\$1,525	\$1,689	\$2,309	\$0	\$0	\$0	\$0	\$125	\$250
Market Average – Surveyed Organizations		\$1,099	\$1,399	\$1,356	\$1,561	\$39	\$51	\$48	\$54	\$104	\$205
OCWCOG as a percentage of Market Average		71.5%	109.0%	124.5%	147.9%	0.0%	0.0%	0.0%	0.0%	120.4%	121.7%
Adjustment to 100% of Market Average		28.5%	-9.0%	-24.5%	-47.9%	100.0%	100.0%	100.0%	100.0%	-20.4%	-21.7%
Market Median – Surveyed Organizations		\$948	\$1,621	\$1,367	\$1,629	\$33	\$33	\$33	\$33	\$125	\$225
OCWCOG as a percentage of Market Median		82.9%	94.1%	123.5%	141.7%	0.0%	0.0%	0.0%	0.0%	100.0%	111.1%
Adjustment to 100% of Market Median		17.1%	5.9%	-23.5%	-41.7%	100.0%	100.0%	100.0%	100.0%	0.0%	-11.1%

Health Benefits Summary of Findings

- Market research revealed that overall, OCWCOG's costs of benefits are below the market average for employee only and employee + children coverage, within market average for employee + spouse/domestic partner coverage, and above market average for family coverage.
- Overall, OCWCOG's employee premium cost share is significantly below the cost of benefits charged to employees among peer entities and is generally within 25% of what employees in comparator organizations pay as a share for their benefits.
- For more detailed market data on health benefits, see **APPENDIX C**.

Market Position – Retirement Benefits

OCWCOG participates in PERS (Oregon Public Employees Retirement System) which is a defined benefit plan. As part of the Collective Bargaining Agreement, employees may elect to receive a one-time annual employer contribution of \$1,160 to a deferred compensation plan in lieu of receiving \$845 as cash payment. (Article 28 – Wages.)

Of the compared entities, 14 organizations participate in PERS and all but one make the required 6% employee contribution on behalf of the employee. Since each employer individual rate varies based on recommendations of PERS actuaries, only the required 6% of salary paid by employer was included in the total compensation formula. Each participating employer's member rate is provided for information only and may be used in calculating total cost of retirement benefits assumed by OCWCOG for other purposes not covered by this study.

As a summary, OCWCOG total retirement contribution is approximately 20% above the average rate of contribution for surveyed entities. Among entities participating in a non-PERS defined benefit plan, only one covered the employee portion of 4%.

Figure 12: Retirement Contribution Costs (%)

OCWCOG OVERALL MARKET POSITION		RETIREMENT CONTRIBUTION							
The data below illustrates market competitiveness of OCWCOG's contribution into retirement benefits.									
ORGANIZATIONAL DATA		TYPE	DEFINED BENEFIT PLAN				DEFERRED CONTRIBUTION		
SURVEYD ORGANIZATION	PLAN	TOTAL CONTRIBUTION	EMPLOYER PORTION	EMPLOYEE PORTION	EMPLOYER "PICK-UP"	457 (b)	OTHER	ONE-TIME CASH CONTRIBUTION	
Oregon Cascades West Council of Governments	PERS	24.92%	18.92%	0.00%	6.00%			\$1,160	
Market Average - Surveyed Organizations		20.39%	14.80%	0.33%	4.56%	1.33%	1.00%	\$68.75	
OCWCOG as a percentage of Market Average		122.2%	127.9%						
Market Median - Surveyed Organizations		22.67%	16.67%	0.00%	6.00%	1.50%	1.00%	\$68.75	
OCWCOG as a percentage of Market Median		109.9%	113.5%						

Market Position - Supplemental Insurance Benefits

Since OCWCOG provides employer-paid Basic Life Insurance, Accidental Death & Dismemberment insurance, and Long-Term Disability Insurance, peer entity were surveyed for employer-paid coverage matching OCWCOG's paid supplemental benefits. Detailed information on maximum coverage amounts is provided in the **Appendix D**.

- Based on market research, OCWCOG provides employer-paid supplemental benefits coverage at or above the average market level.

Figure 13: Supplemental Insurance Coverage

OCWCOG's OVERALL MARKET POSITION

SUPPLEMENTAL BENEFITS

The data below illustrates market competitiveness of OCWCOG's paid life, accidental death & dismemberment, and long-term disability insurance benefits.

ORGANIZATIONAL DATA		STANDARD COVERAGE				
SURVEYED ORGANIZATION	TYPE	BASIC LIFE/AD&D EMPLOYEE (\$)	BASIC LIFE/AD&D DEPENDENT (\$)	LTD SALARY PROTECTION (% of Salary)	LTD MONTHLY MAXIMUM (\$)	LTD WAIT PERIOD (days)
Oregon Cascades West Council of Governments	Standard	\$50,000	\$2,000	60%	\$8,000	90
Market Average - Surveyed Organizations		\$48,750	\$1,500	62.71%	\$5,604	95.6
OCWCOG as a percentage of Market Average		102.6%	133.3%	95.7%	142.8%	94.1%
Market Median - Surveyed Organizations		\$50,000	\$1,000	63.34%	\$5,500	90.0
OCWCOG as a percentage of Market Median		100.0%	200.0%	0.0%	145.5%	100.0%

➤ For more detailed market data on Retirement benefits and Supplemental Benefits, see **APPENDIX D**.

Market Position – Paid Leave Benefits

Market research indicates that OCWCOG provides generous paid leave benefits that are above the market average at 106% when comparing the total minimum days off allocated and accrued by its employees.

- The market average total number of paid days off allowable under employer paid leave policies is 35.5.
- OCWCOG provides 37.5 days off allowable under paid leave policies.

Figure 14: Paid Leave Annual Allowance

OCWCOG's MARKET POSITION		PAID LEAVE BENEFITS						
The data below illustrate market competitiveness of OCWCOG's paid leave benefits.								
Data presented in work days and hours, as noted, in minimum annual allocation. OCWCOG's paid time off is rendered as a percentage of market average.								
Percentage value in green means OCWCOG is above the market average, percentages value in red means OCWCOG below the market average in providing paid leave benefits.								
ORGANIZATIONAL DATA		HOLIDAY LEAVE		VACATION LEAVE			SICK LEAVE	
Surveyed Organization	TOTAL ANNUAL PTO (Days)	HOLIDAY LEAVE (Days)	PERSONAL FLOATING HOLIDAYS	VACATION LEAVE (Days)	VACATION LEAVE CAP (Hours)	VACATION CASH-OUT (Max Hrs. annually)	SICK LEAVE (Days)	SICK LEAVE CAP (Hrs.)
Oregon Cascades West Council of Governments	37.5	11.5	2	12	300	Up to 25% twice per year	12	None
Market Average - Surveyed Organizations	35.5	10.4	2.3	11.9	342.1	60.0	11.6	958.0
OCWCOG as a percentage of Market Average	105.5%	110.1%	86.2%	100.8%	87.7%		103.6%	
Adjustment to 100% of Market Average	-5.5%	-10.1%	13.8%	-0.8%	12.3%		-3.6%	
Market Median - Surveyed Organizations	36.0	10.0	2.0	12.0	328.0	40.0	12.0	960.0
OCWCOG as a percentage of Market Median	104.2%	115.0%	100.0%	100.0%	91.5%		100.0%	
Adjustment to 100% of Market Median	-4.2%	-15.0%			8.5%			

➤ For more detailed market data on Paid Leave benefits, see **APPENDIX E**.

Conclusion

In Summary, OCWCOG's total compensation, including supplemental insurance and paid leave benefits are generous and competitive with the surrounding market when compared to peer entities at the average minimum, midpoint, and maximum compensation.

HR Genuine LLC is grateful for the opportunity to assist OCWCOG in conducting this compensation and classification study. Please reach out to HR Consultant Eugene Plukchi with any questions or if additional information is required.



DETAILED MARKET DATA

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OCWCOG Represented Positions Salary Study
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OCWCOG's OVERALL MARKET POSITION

ALL DIVISIONS

The data below illustrates market competitiveness of OCWCOG's represented positions in all divisions.

Division performance is rendered as a percentage of the market average value, and job match data illustrates average number of job matches found with the comparators.

Organizational Data		Salary Data			Benefit Data		Total Compensation Data		
Job Title	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement ER Pick-up	Total Comp MIN	Total Comp MID	Total Comp MAX
Senior and Disability Services	6.7	100.6%	102.1%	103.6%	116.1%	6.0%	106.5%	106.9%	107.5%
Community and Economic Development	7.4	97.5%	97.8%	99.4%	121.4%	6.0%	105.4%	104.4%	104.8%
Community Services Program	7.0	91.1%	93.9%	96.5%	118.8%	6.0%	101.9%	102.7%	103.8%
General Administration and Information Technology	10.8	94.7%	96.9%	99.8%	113.8%	6.0%	101.1%	102.0%	103.7%
OCWCOG's overall performance with market average (%)	8.0	96.0%	97.7%	99.8%	117.5%	6.0%	103.7%	104.0%	105.0%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

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OCWCOG's MARKET POSITION

Senior & Disability Services

The data below illustrates market competitiveness of OCWCOG's positions in the Senior and Disability Services Division.

Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Case Manager	SDS	9	109.1%	110.7%	113.5%	117.5%	6.0%	112.7%	113.5%	115.4%
QA Case Manager Training Specialist	SDS	4	108.7%	107.4%	107.6%	118.3%	6.0%	112.8%	111.5%	111.3%
ADRC Specialist	SDS	3	98.7%	101.0%	101.3%	125.3%	6.0%	109.1%	109.8%	109.3%
Diversion-Transition Coordinator	SDS	3	107.8%	107.4%	108.5%	115.8%	6.0%	110.4%	109.8%	110.3%
Housing Supports Specialist	SDS	5	105.4%	106.1%	105.6%	115.6%	6.0%	109.6%	109.7%	109.0%
Adult Protective Services Specialist	SDS	5	101.7%	101.4%	102.6%	128.0%	6.0%	109.3%	108.1%	108.2%
Eligibility Specialist	SDS	4	105.0%	105.4%	107.2%	108.5%	6.0%	107.2%	107.3%	108.5%
Case Aide - APS	SDS	2	101.6%	102.7%	104.0%	115.0%	6.0%	107.0%	107.1%	107.6%
ERC Consultant	SDS	2	107.3%	105.9%	106.1%	108.8%	6.0%	107.8%	106.8%	106.9%
Office Support Specialist	SDS	15	98.0%	102.5%	106.6%	112.9%	6.0%	104.3%	106.5%	108.8%
In-Home Assistant	SDS	5	100.0%	99.8%	101.4%	115.6%	6.0%	106.9%	106.2%	106.7%
Case Aide	SDS	2	98.0%	99.0%	100.4%	115.0%	6.0%	104.7%	104.7%	105.0%
Program Support QA Trainer	SDS	14	89.8%	97.6%	100.9%	113.0%	6.0%	98.5%	103.1%	105.0%
Administrative Assistant	SDS	15	92.9%	96.7%	99.1%	113.1%	6.0%	101.1%	102.8%	103.9%
Executive Assistant	SDS	15	92.6%	96.5%	99.6%	112.1%	6.0%	100.1%	102.1%	103.8%
Licensing and Monitoring Specialist	SDS	4	93.7%	93.6%	93.4%	122.4%	6.0%	102.6%	101.4%	100.3%
Division's overall performance with market average (%)		6.7	100.6%	102.1%	103.6%	116.1%	6.0%	106.5%	106.9%	107.5%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

Appendix A
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

OCWCOG's MARKET POSITION

Community Services Program

The data below illustrates market competitiveness of OCWCOG's positions in the Community Services Program.

Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
AmeriCorps Eligibility Specialist	CSP	4	105.0%	105.4%	107.2%	108.5%	6.0%	107.2%	107.3%	108.5%
Administrative Assistant - CSP	CSP	15	96.0%	99.7%	102.3%	113.7%	6.0%	103.2%	104.9%	106.2%
Administrative Assistant - Stand By Me	CSP	15	95.7%	99.1%	101.7%	113.7%	6.0%	102.9%	104.6%	105.8%
Mealsite Manager	CSP	3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Roving Meal Site Manager	CSP	3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Senior Meals Coordinator	CSP	3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Senior Meals Coordinator/MSM Combo	CSP	3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Clerical Specialist - Money Management	CSP	10	92.3%	97.4%	100.9%	109.6%	6.0%	99.4%	102.0%	104.0%
Clerical Specialist - Meals on Wheels	CSP	10	89.6%	94.4%	97.5%	107.4%	6.0%	97.4%	99.9%	101.5%
Money Management Program Coordinator	CSP	2	85.4%	86.2%	88.3%	124.7%	6.0%	97.4%	96.6%	97.1%
Veteran Service Officer	CSP	9	80.8%	81.6%	82.2%	121.2%	6.0%	93.4%	92.4%	91.7%
Division's overall performance with market average (%)		7.0	91.1%	93.9%	96.5%	118.8%	6.0%	101.9%	102.7%	103.8%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

Appendix A
OCWCOG Represented Positions Salary Study
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OCWCOG's MARKET POSITION

Community and Economic Development

The data below illustrates market competitiveness of OCWCOG's positions in the Community and Economic Development Division. Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Sr. Loan Officer	CED	6	113.3%	106.4%	104.7%	124.9%	6.0%	116.4%	110.6%	108.7%
Customer Service Rep. Ride Line	CED	3	95.3%	99.0%	103.0%	123.9%	6.0%	107.7%	109.2%	111.3%
Brokerage Scheduler	CED	2	94.8%	99.6%	106.3%	129.6%	6.0%	107.2%	109.2%	113.2%
MPO Planner	CED	9	99.8%	100.7%	103.5%	123.0%	6.0%	106.5%	106.4%	108.1%
Economic Resilience Coordinator	CED	4	104.9%	101.3%	101.0%	118.3%	6.0%	109.3%	106.0%	105.3%
Community Outreach Coordinator	CED	9	98.6%	101.0%	103.8%	108.7%	6.0%	103.4%	104.7%	106.5%
Administrative Assistant - Ride Line	CED	16	94.4%	98.1%	100.4%	113.9%	6.0%	102.5%	104.2%	105.3%
Administrative Assistant	CED	15	92.9%	96.7%	99.1%	113.1%	6.0%	101.1%	102.8%	103.9%
Executive Assistant	CED	15	92.6%	96.5%	99.6%	112.1%	6.0%	100.1%	102.1%	103.8%
Transportation Options Planner	CED	5	92.6%	93.2%	94.5%	124.0%	6.0%	101.8%	101.0%	101.1%
Provider Relations Coordinator - Ride Line	CED	1	101.5%	100.6%	99.2%	101.3%	6.0%	101.4%	100.9%	99.9%
Customer Service Coordinator - Ride Line	CED	1	93.7%	82.2%	77.1%	173.9%	6.0%	114.4%	100.6%	93.1%
GIS Analyst/Planner	CED	10	93.0%	95.8%	100.2%	112.1%	6.0%	98.1%	99.6%	102.5%
Division's overall performance with market average (%)		7.4	97.5%	97.8%	99.4%	121.4%	6.0%	105.4%	104.4%	104.8%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

Appendix A
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

OCWCOG's MARKET POSITION

General Administration and Information Technology

The data below illustrates market competitiveness of OCWCOG's positions in the General Administration and Information Technology Division. Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Contracts Coordinator	GA/IT	2	100.0%	103.8%	109.0%	109.4%	6.0%	105.1%	107.5%	111.2%
Workstation Support Specialist	GA/IT	9	102.7%	106.7%	111.9%	106.4%	6.0%	104.7%	107.3%	111.0%
Project Manager	GA/IT	9	97.5%	96.2%	96.5%	130.6%	6.0%	107.3%	105.0%	104.3%
Accounting Specialist	GA/IT	16	96.5%	99.4%	101.8%	114.6%	6.0%	103.4%	104.7%	106.0%
Information Systems Specialist	GA/IT	11	99.3%	101.6%	104.1%	108.8%	6.0%	103.0%	104.4%	106.1%
Communications Specialist	GA/IT	5	96.1%	97.3%	100.2%	117.8%	6.0%	102.7%	102.8%	104.5%
Administrative Assistant - Finance	GA/IT	15	92.6%	96.2%	98.0%	112.8%	6.0%	101.0%	102.6%	103.3%
Payroll and Accounting Clerk	GA/IT	14	91.0%	92.5%	94.2%	114.4%	6.0%	100.0%	100.1%	100.6%
Facilities Maintenance Coordinator	GA/IT	13	89.1%	91.9%	95.3%	117.2%	6.0%	98.6%	99.6%	101.4%
Network Security Engineer	GA/IT	13	91.0%	92.7%	95.6%	114.9%	6.0%	97.2%	97.7%	99.5%
Systems Administrator	GA/IT	13	91.7%	93.1%	96.0%	110.4%	6.0%	97.0%	97.5%	99.4%
Application Support Specialist	GA/IT	9	88.7%	91.2%	95.1%	108.8%	6.0%	93.7%	94.9%	97.5%
Division's overall performance with market average (%)		10.8	94.7%	96.9%	99.8%	113.8%	6.0%	101.1%	102.0%	103.7%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

Appendix A
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

OCWCOG's OVERALL MARKET POSITION ALL POSITIONS

The data below illustrate market competitiveness of OCWCOG's represented positions.

Data is sorted top to bottom to reveal positions found to be compensated above market, at market, and below market average values.

Organizational Data		Job Data	Salary Data			Benefit Data		Total Compensation Data		
Job Title	Division	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Retirement	Total Comp MIN	Total Comp MID	Total Comp MAX
Case Manager	SDS	9	109.1%	110.7%	113.5%	117.5%	6.0%	112.7%	113.5%	115.4%
QA Case Manager Training Specialist	SDS	4	108.7%	107.4%	107.6%	118.3%	6.0%	112.8%	111.5%	111.3%
Sr. Loan Officer	CED	6	113.3%	106.4%	104.7%	124.9%	6.0%	116.4%	110.6%	108.7%
ADRC Specialist	SDS	3	98.7%	101.0%	101.3%	125.3%	6.0%	109.1%	109.8%	109.3%
Diversion-Transition Coordinator	SDS	3	107.8%	107.4%	108.5%	115.8%	6.0%	110.4%	109.8%	110.3%
Housing Supports Specialist	SDS	5	105.4%	106.1%	105.6%	115.6%	6.0%	109.6%	109.7%	109.0%
Customer Service Rep. Ride Line	CED	3	95.3%	99.0%	103.0%	123.9%	6.0%	107.7%	109.2%	111.3%
Brokerage Scheduler	CED	2	94.8%	99.6%	106.3%	129.6%	6.0%	107.2%	109.2%	113.2%
Adult Protective Services Specialist	SDS	5	101.7%	101.4%	102.6%	128.0%	6.0%	109.3%	108.1%	108.2%
Contracts Coordinator	GA/IT	2	100.0%	103.8%	109.0%	109.4%	6.0%	105.1%	107.5%	111.2%
Eligibility Specialist	SDS	4	105.0%	105.4%	107.2%	108.5%	6.0%	107.2%	107.3%	108.5%
AmeriCorps Eligibility Specialist	CSP	4	105.0%	105.4%	107.2%	108.5%	6.0%	107.2%	107.3%	108.5%
Workstation Support Specialist	GA/IT	9	102.7%	106.7%	111.9%	106.4%	6.0%	104.7%	107.3%	111.0%
Case Aide - APS	SDS	2	101.6%	102.7%	104.0%	115.0%	6.0%	107.0%	107.1%	107.6%
ERC Consultant	SDS	2	107.3%	105.9%	106.1%	108.8%	6.0%	107.8%	106.8%	106.9%
Office Support Specialist	SDS	15	98.0%	102.5%	106.6%	112.9%	6.0%	104.3%	106.5%	108.8%
MPO Planner	CED	9	99.8%	100.7%	103.5%	123.0%	6.0%	106.5%	106.4%	108.1%
In-Home Assistant	SDS	5	100.0%	99.8%	101.4%	115.6%	6.0%	106.9%	106.2%	106.7%
Economic Resilience Coordinator	CED	4	104.9%	101.3%	101.0%	118.3%	6.0%	109.3%	106.0%	105.3%
Project Manager	GA/IT	9	97.5%	96.2%	96.5%	130.6%	6.0%	107.3%	105.0%	104.3%
Administrative Assistant - CSP	CSP	15	96.0%	99.7%	102.3%	113.7%	6.0%	103.2%	104.9%	106.2%
Accounting Specialist	GA/IT	16	96.5%	99.4%	101.8%	114.6%	6.0%	103.4%	104.7%	106.0%
Community Outreach Coordinator	CED	9	98.6%	101.0%	103.8%	108.7%	6.0%	103.4%	104.7%	106.5%
Case Aide	SDS	2	98.0%	99.0%	100.4%	115.0%	6.0%	104.7%	104.7%	105.0%
Administrative Assistant - Stand By Me	CSP	15	95.7%	99.1%	101.7%	113.7%	6.0%	102.9%	104.6%	105.8%
Information Systems Specialist	GA/IT	11	99.3%	101.6%	104.1%	108.8%	6.0%	103.0%	104.4%	106.1%
Administrative Assistant - Ride Line	CED	16	94.4%	98.1%	100.4%	113.9%	6.0%	102.5%	104.2%	105.3%
Roving Meal Site Manager	CSP	3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Mealsite Manager	CSP	3	87.6%	90.8%	94.6%	125.3%	6.0%	102.8%	103.6%	105.2%
Program Support QA Trainer	SDS	14	89.8%	97.6%	100.9%	113.0%	6.0%	98.5%	103.1%	105.0%
Communications Specialist	GA/IT	5	96.1%	97.3%	100.2%	117.8%	6.0%	102.7%	102.8%	104.5%
Administrative Assistant	CED	15	92.9%	96.7%	99.1%	113.1%	6.0%	101.1%	102.8%	103.9%
Administrative Assistant	SDS	15	92.9%	96.7%	99.1%	113.1%	6.0%	101.1%	102.8%	103.9%
Administrative Assistant - Finance	GA/IT	15	92.6%	96.2%	98.0%	112.8%	6.0%	101.0%	102.6%	103.3%
Senior Meals Coordinator/MSM Combo	CSP	3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Senior Meals Coordinator	CSP	3	86.2%	87.8%	89.2%	129.7%	6.0%	102.7%	102.3%	102.0%
Executive Assistant	CED	15	92.6%	96.5%	99.6%	112.1%	6.0%	100.1%	102.1%	103.8%
Executive Assistant	SDS	15	92.6%	96.5%	99.6%	112.1%	6.0%	100.1%	102.1%	103.8%
Clerical Specialist - Money Management	CSP	10	92.3%	97.4%	100.9%	109.6%	6.0%	99.4%	102.0%	104.0%
Licensing and Monitoring Specialist	SDS	4	93.7%	93.6%	93.4%	122.4%	6.0%	102.6%	101.4%	100.3%
Transportation Options Planner	CED	5	92.6%	93.2%	94.5%	124.0%	6.0%	101.8%	101.0%	101.1%
Provider Relations Coordinator - Ride Line	CED	1	101.5%	100.6%	99.2%	101.3%	6.0%	101.4%	100.9%	99.9%
Customer Service Coordinator - Ride Line	CED	1	93.7%	82.2%	77.1%	173.9%	6.0%	114.4%	100.6%	93.1%
Payroll and Accounting Clerk	GA/IT	14	91.0%	92.5%	94.2%	114.4%	6.0%	100.0%	100.1%	100.6%
Clerical Specialist - Meals on Wheels	CSP	10	89.6%	94.4%	97.5%	107.4%	6.0%	97.4%	99.9%	101.5%
Facilities Maintenance Coordinator	GA/IT	13	89.1%	91.9%	95.3%	117.2%	6.0%	98.6%	99.6%	101.4%
GIS Analyst/Planner	CED	10	93.0%	95.8%	100.2%	112.1%	6.0%	98.1%	99.6%	102.5%
Network Security Engineer	GA/IT	13	91.0%	92.7%	95.6%	114.9%	6.0%	97.2%	97.7%	99.5%
Systems Administrator	GA/IT	13	91.7%	93.1%	96.0%	110.4%	6.0%	97.0%	97.5%	99.4%
Money Management Program Coordinator	CSP	2	85.4%	86.2%	88.3%	124.7%	6.0%	97.4%	96.6%	97.1%
Application Support Specialist	GA/IT	9	88.7%	91.2%	95.1%	108.8%	6.0%	93.7%	94.9%	97.5%
Veteran Service Officer	CSP	9	80.8%	81.6%	82.2%	121.2%	6.0%	93.4%	92.4%	91.7%
OCWCOG's overall performance with market average (%)		7.9	96.3%	97.9%	99.9%	117.5%	6.0%	103.8%	104.1%	104.9%

Black - between 95% and 105% of the market average

Red - below 95% of the market average

Green - above 105% of the market

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Office Support Specialist		Senior & Disability Services																
Job Summary: Serves as a first point of contact for OCWCOG and consumers. Provides phone and front desk reception and a variety of other clerical duties in support of the Albany Senior and Disability Services programs. Routinely handles confidential information.																		
Minimum Qualifications: Completion of high school, or equivalent, and one year of clerical experience.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk II	1 yr.	\$3,102	\$3,579	\$3,948	6	27%	\$2,462	6.00%	0.50%	\$5,765	\$6,273	\$6,666	\$3,525	-\$54	92.5%	97.3%	104.9%
Benton County	Administrative Assistant 2	N/A	\$2,800	\$3,136	\$3,588	8	28%	\$3,120	6.00%	1.50%	\$6,130	\$6,491	\$6,977	\$3,194	\$58	102.5%	111.0%	115.4%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Office Specialist 1	3 mos.	\$2,373	\$2,812	\$3,216	9	36%	\$2,784	0.00%		\$5,157	\$5,596	\$6,000	\$2,794	-\$17	120.9%	123.8%	128.8%
Corvallis, City of	Clerical Assistant 2	1 yr.	\$2,619	\$2,749	\$2,985	6	14%	\$1,821	6.00%	1.00%	\$4,623	\$4,763	\$5,015	\$2,802	\$53	109.5%	126.7%	138.7%
Eugene, City of	Administrative Aide	1 yr.	\$3,404	\$3,716	\$4,238	6	24%	\$2,549	6.00%	2.00%	\$6,226	\$6,563	\$7,126	\$3,821	\$105	84.3%	93.7%	97.7%
Lane Council of Governments	Human Services Specialist (Admin Aide IV)	3 yr.	\$3,229	\$3,835	\$4,401	10	36%	\$1,913	6.00%		\$5,336	\$5,978	\$6,578	\$3,815	-\$20	88.9%	90.8%	94.1%
Lane County	Office Assistant 2	2 yrs.	\$3,179	\$3,680	\$4,250	9	34%	\$1,722	6.00%	1.00%	\$5,123	\$5,659	\$6,270	\$3,715	\$35	90.3%	94.6%	97.4%
Lincoln County	Office Assistant 2	2 yrs.	\$3,364	\$3,999	\$4,638	11	38%	\$2,185	0.00%		\$5,550	\$6,184	\$6,824	\$4,001	\$3	85.3%	87.1%	89.3%
Linn County	Office Specialist 1	2 yrs.	\$2,811	\$3,095	\$3,587	6	28%	\$2,811	6.00%		\$5,790	\$6,091	\$6,613	\$3,199	\$104	102.1%	112.5%	115.4%
Marion County	Office Specialist 1	HS/GED	\$2,657	\$3,396	\$4,025	10	51%	\$1,621	6.00%		\$4,438	\$5,220	\$5,887	\$3,341	-\$55	108.0%	102.5%	102.9%
Mid-Willamette Valley Council of Governments	Receptionist	N/A	\$3,110	\$3,790	\$4,394	15	41%	\$2,162	4.00%		\$5,397	\$6,104	\$6,732	\$3,752	-\$38	92.3%	91.9%	94.2%
NorthWest Senior & Disability Services	Office Specialist 2	3 yrs.	\$3,120	\$3,793	\$4,436	9	42%	\$2,166	6.00%		\$5,473	\$6,186	\$6,868	\$3,778	-\$15	92.0%	91.8%	93.3%
Polk County	Office Specialist II	1 yr.	\$2,872	\$3,231	\$3,637	7	27%	\$1,939	6.00%		N/A	N/A	N/A	\$3,255	\$24	99.9%	107.8%	113.9%
Rogue Valley Council of Governments	Office Specialist 1	1 yr.	\$2,458	\$2,862	\$3,227	13	31%	\$2,007	0.00%		\$4,465	\$4,869	\$5,235	\$2,843	-\$20	116.7%	121.6%	128.3%
Salem, City of	No match																	
State of Oregon	Office Specialist 1	1 yr.	\$2,823	\$3,265	\$3,707	10	31%	\$2,508	6.00%		\$5,501	\$5,969	\$6,438	\$3,265	\$0	101.6%	106.6%	111.7%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Office Support Specialist	1 yr.	\$2,869	\$3,482	\$4,141	12	44%	\$2,542	6.00%	0%	\$5,583	\$6,233	\$6,932	\$3,505	\$23.00			
Market Average - Surveyed Organizations			\$2,928	\$3,396	\$3,885		33%	\$2,251			\$5,355	\$5,853	\$6,373	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			98.0%	102.5%	106.6%		135.6%	112.9%			104.3%	106.5%	108.8%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			2.0%	-2.5%	-6.6%			-12.9%			-4.3%	-6.5%	-8.8%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$2,872	\$3,396	\$3,948		37%	\$2,166			\$5,435	\$6,035	\$6,596	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			99.9%	102.5%	104.9%		118.4%	117.4%			102.7%	103.3%	105.1%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			0.1%	-2.5%	-4.9%			-17.4%			-2.7%	-3.3%	-5.1%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Administrative AssistantSenior & Disability Services

Job Summary: Provides a variety of administrative, clerical, and computer software support for the Senior and Disability Services Program. E.g., prepares reports, completes forms, compiles information for analysis, maintains mailing lists and various databases, provides data entry and processing. Works on special projects as assigned.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90.4%	95.1%	102.6%
Benton County	Administrative Specialist 1	N/A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89.4%	100.1%	106.4%
Central Oregon Intragovernmental Council	Administrative Assistant - CED	4 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	93.9%	82.4%	77.3%
Community Services Consortium	Office Specialist 2	HS + 3 mo.	\$2,586	\$2,935	\$3,216	9	24%	\$2,784	0.00%		\$5,370	\$5,719	\$6,000	\$2,901	-\$33	120.6%	129.2%	140.1%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94.5%	104.4%	107.5%
Eugene, City of	Administrative Specialist	2 yrs.	\$3,879	\$4,238	\$4,833	6	25%	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80.4%	89.4%	93.2%
Lane Council of Governments	Division Support Specialist	HS. Dip	\$3,459	\$3,969	\$4,714	10	36%	\$1,913	6.00%		\$5,580	\$6,120	\$6,910	\$4,087	\$118	90.1%	95.5%	95.5%
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	88.9%	93.4%	96.1%
Lincoln County	Administrative Assistant	4 yrs.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	75.5%	79.2%	79.2%
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	100.7%	105.7%	114.1%
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%		\$4,840	\$5,726	\$6,490	\$3,815	-\$57	102.7%	97.9%	98.1%
Mid-Willamette Valley Council of Governments	Administration Specialist I	1 yr.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89.0%	88.8%	91.0%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95.2%	95.2%	96.7%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	89.9%	101.8%	108.4%
State of Oregon	Office Specialist 2	2 yrs.	\$2,823	\$3,395	\$4,073	10	44%	\$2,508	6.00%		\$5,501	\$6,107	\$6,826	\$3,448	\$53	110.4%	111.6%	110.6%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Administrative Assistant	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,355	\$3,920	\$4,543		35%	\$2,247			\$5,786	\$6,382	\$7,039	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.9%	96.7%	99.1%		125.5%	113.1%			101.1%	102.8%	103.9%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			7.1%	3.3%	0.9%			-13.1%			-1.1%	-2.8%	-3.9%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,450	\$3,969	\$4,593		33%	\$2,185			\$5,638	\$6,365	\$6,996	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			90.4%	95.5%	98.1%		134.1%	116.3%			103.7%	103.1%	104.6%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			9.6%	4.5%	1.9%			-16.3%			-3.7%	-3.1%	-4.6%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

In-Home Assistant		Senior & Disability Services																
Job Summary: Provides unit administrative support functions for In-Home Services Program. Maintains current, accurate provider files. Acts as a QED to initiate criminal-records checks for client-employed provider applicants. Provides data entry, form completion, claims review, technical assistance, and general resolution for CEP screens MMIS systems, OR PTC DCI and more.																		
Minimum Qualifications: Graduation from high school or equivalent, and three years experience.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Program Assistant	3 yrs.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%	0.00%	\$5,857	\$6,447	\$6,985	\$3,637	-\$26	101.5%	103.5%	107.2%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Home Care Worker Specialist	3 yrs.	\$3,459	\$4,108	\$4,714	10	36%	\$1,913	6.00%	0.00%	\$5,580	\$6,268	\$6,910	\$4,087	-\$22	90.1%	92.3%	95.5%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%	0.00%	\$4,840	\$5,726	\$6,490	\$3,815	-\$57	102.7%	97.9%	98.1%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Office Specialist 2	3 yrs.	\$3,120	\$3,793	\$4,436	9	42%	\$2,166	6.00%	0.00%	\$5,473	\$6,186	\$6,868	\$3,778	-\$15	99.9%	99.9%	101.5%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Human Services Assistant 2	1 yr.	\$2,906	\$3,546	\$4,259	10	47%	\$2,508	6.00%	0.00%	\$5,589	\$6,267	\$7,023	\$3,583	\$37	107.3%	106.9%	105.8%
Total Match Count:	5																	
Oregon Cascades West Council of Governments	In-Home Assistant	3 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,119	\$3,796	\$4,441		42%	\$2,198			\$5,468	\$6,179	\$6,855	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			100.0%	99.8%	101.4%		104.9%	115.6%			106.9%	106.2%	106.7%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			0.0%	0.2%	-1.4%			-15.6%			-6.9%	-6.2%	-6.7%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,073	\$3,793	\$4,436		44%	\$2,166			\$5,580	\$6,267	\$6,910	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			101.5%	99.9%	101.5%		100.2%	117.4%			104.8%	104.7%	105.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-1.5%	0.1%	-1.5%			-17.4%			-4.8%	-4.7%	-5.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Case Aide		Senior & Disability Services																
Job Summary: Provides assistance to the staff in specific units within the Senior & Disability Services Program.																		
Minimum Qualifications: Graduation from high school or equivalent, and three years' experience.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Division Support Specialist	HS. Dip.	\$3,459	\$4,108	\$4,714	10	36%	\$1,913	6.00%	0.00%	\$5,580	\$6,268	\$6,910	\$4,087	-\$22	90.1%	92.3%	95.5%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Human Services Assistant 2	1 yr.	\$2,906	\$3,546	\$4,259	10	47%	\$2,508	6.00%	0.00%	\$5,589	\$6,267	\$7,023	\$3,583	\$37	107.3%	106.9%	105.8%
Total Match Count:	2																	
Oregon Cascades West Council of Governments	Case Aide	3 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,183	\$3,827	\$4,487		41%	\$2,211			\$5,584	\$6,267	\$6,966	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			98.0%	99.0%	100.4%		108.5%	115.0%			104.7%	104.7%	105.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			2.0%	1.0%	-0.4%			-15.0%			-4.7%	-4.7%	-5.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,183	\$3,827	\$4,487		41%	\$2,211			\$5,584	\$6,267	\$6,966	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			98.0%	99.0%	100.4%		108.5%	115.0%			104.7%	104.7%	105.0%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			2.0%	1.0%	-0.4%			-15.0%			-4.7%	-4.7%	-5.0%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Case Aide – APSSenior & Disability Services

Job Summary: Provides assistance to the Senior & Disability Services Eligibility and Case Management - Adult Protective Services unit staff.

Minimum Qualifications: Graduation from high school or equivalent, and three years’ experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	APS Support	3 yrs.	\$3,229	\$3,835	\$4,401	10	36%	\$1,913	6.00%	0.00%	\$5,336	\$5,978	\$6,578	\$3,815	-\$20	96.6%	98.8%	102.3%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Human Services Assistant 2	1 yr.	\$2,906	\$3,546	\$4,259	10	47%	\$2,508	6.00%	0.00%	\$5,589	\$6,267	\$7,023	\$3,583	\$37	107.3%	106.9%	105.8%
Total Match Count:	2																	
Oregon Cascades West Council of Governments	Case Aide - APS	3 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average – Surveyed Organizations			\$3,068	\$3,691	\$4,330		41%	\$2,211			\$5,462	\$6,123	\$6,801	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			101.6%	102.7%	104.0%		108.0%	115.0%			107.0%	107.1%	107.6%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			-1.6%	-2.7%	-4.0%			-15.0%			-7.0%	-7.1%	-7.6%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$3,068	\$3,691	\$4,330		41%	\$2,211			\$5,462	\$6,123	\$6,801	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			101.6%	102.7%	104.0%		108.0%	115.0%			107.0%	107.1%	107.6%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-1.6%	-2.7%	-4.0%			-15.0%			-7.0%	-7.1%	-7.6%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Program Support QA TrainerSenior & Disability Services

Job Summary: Performs a variety of complex clerical-related administrative support functions for the Senior and Disability Services program and provides backup support to the Clerical Support Supervisor with technical or minor tasks. E.g., prepares reports, completes forms, compiles information for analysis, maintains mailing lists and various databases, and provides data entry and processing. Works on special projects as assigned.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of the position.

Organizational Data		Job Data	Salary Data			Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Administrative Services Coordinator	4 yrs.	\$4,475	\$5,184	\$5,714	\$2,462	6.00%	0.50%	\$7,228	\$7,983	\$8,547	\$5,095	-\$89	74.5%	78.2%	84.3%
Benton County	Administrative Specialist 2	N/A	\$3,664	\$4,158	\$4,807	\$3,120	6.00%	1.50%	\$7,059	\$7,590	\$8,287	\$4,236	\$78	91.0%	97.5%	100.2%
Central Oregon Intragovernmental Council	No match															
Community Services Consortium	Program Assistant	3 yrs.	\$3,073	\$3,663	\$4,201	\$2,784	0.00%		\$5,857	\$6,447	\$6,985	\$3,637	-\$26	108.6%	110.7%	114.7%
Corvallis, City of	Senior Administrative Specialist	3 yrs.	\$4,030	\$4,651	\$5,119	\$1,821	6.00%	1.00%	\$6,133	\$6,798	\$7,298	\$4,574	-\$77	82.8%	87.2%	94.1%
Eugene, City of	Senior Administrative Specialist	3 yrs.	\$4,238	\$2,330	\$2,437	\$2,549	6.00%	2.00%	\$7,126	\$5,065	\$5,181	\$3,337	\$1,008	78.7%	174.1%	197.8%
Lane Council of Governments	Administrative Support Coordinator	3 yrs.	\$3,459	\$4,108	\$4,714	\$1,913	6.00%		\$5,580	\$6,268	\$6,910	\$4,087	-\$22	96.4%	98.7%	102.2%
Lane County	Administrative Support Specialist	4 yrs.	\$4,058	\$5,013	\$5,962	\$1,722	6.00%	1.00%	\$6,064	\$7,086	\$8,102	\$5,010	-\$3	82.2%	80.9%	80.8%
Lincoln County	No match															
Linn County	Office Specialist 3	3 yrs.	\$3,415	\$3,763	\$4,360	\$2,811	6.00%		\$6,431	\$6,799	\$7,432	\$3,888	\$125	97.7%	107.8%	110.5%
Marion County	Office Specialist 3	2 yrs.	\$3,309	\$4,023	\$5,004	\$1,621	6.00%		\$5,128	\$5,885	\$6,925	\$4,157	\$133	100.8%	100.8%	96.3%
Mid-Willamette Valley Council of Governments	Administration Specialist 2	3 yrs.	\$3,935	\$4,794	\$5,560	\$2,162	4.00%		\$6,255	\$7,148	\$7,945	\$4,748	-\$47	84.8%	84.6%	86.7%
NorthWest Senior & Disability Services	Administrative Assistant 3		\$3,612	\$4,391	\$5,135	\$2,166	6.00%		\$5,994	\$6,820	\$7,609	\$4,374	-\$18	92.4%	92.3%	93.8%
Polk County	Health Services Office Lead	2 yrs.	\$3,464	\$3,898	\$4,386	\$1,939	6.00%		\$5,611	\$6,071	\$6,588	\$3,925	\$27	96.3%	104.0%	109.9%
Rogue Valley Council of Governments	Office Specialist 3	5 yrs.	\$2,765	\$3,319	\$3,978	\$2,007	0.00%		\$4,772	\$5,326	\$5,985	\$3,371	\$52	120.7%	122.2%	121.1%
Salem, City of	Admin Analyst, I	5 yrs.	\$4,507	\$4,867	\$5,479	\$2,420	6.00%		\$7,197	\$7,579	\$8,228	\$4,993	\$126	74.0%	83.3%	88.0%
State of Oregon	No match															
Total Match Count:	14															
Oregon Cascades West Council of Governments	Program Support QA Trainer	2 yrs.	\$3,336	\$4,055	\$4,819	\$2,542	6.00%	0%	\$6,078	\$6,840	\$7,650	\$4,078	\$23			
Market Average - Surveyed Organizations			\$3,715	\$4,154	\$4,775	\$2,250			\$6,174	\$6,633	\$7,287	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			89.8%	97.6%	100.9%	113.0%			98.5%	103.1%	105.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			10.2%	2.4%	-0.9%	-13.0%			1.5%	-3.1%	-5.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,638	\$4,133	\$4,906	\$2,164			\$6,098	\$6,799	\$7,365	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			91.7%	98.1%	98.2%	117.5%			99.7%	100.6%	103.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			8.3%	1.9%	1.8%	-17.5%			0.3%	-0.6%	-3.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Executive AssistantSenior & Disability Services

Job Summary: Provides a broad range of program and administrative support to the Senior and Disability Services Director and management team. Performs project invoicing, data consolidation, quarterly reporting, and research and document development.

Minimum Qualifications: Graduation from a four-year college or university with major course work in social services preferred and/or any satisfactory equivalent combination of education, training and experience which demonstrates the knowledge, skills and abilities to perform the duties of the job.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Administrative Assistant I	5 yrs.	\$4,065	\$4,696	\$5,176	6	27%	\$2,462	6.00%	0.50%	\$6,791	\$7,463	\$7,974	\$4,621	-\$75	85.1%	89.6%	96.5%
Benton County	Administrative Specialist 3	N/A	\$3,990	\$4,528	\$5,236	8	31%	\$3,120	6.00%	1.50%	\$7,409	\$7,987	\$8,748	\$4,613	\$85	86.7%	92.9%	95.4%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Program Assistant	3 yrs.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%		\$5,857	\$6,447	\$6,985	\$3,637	-\$26	112.6%	114.9%	118.9%
Corvallis, City of	Staff Assistant AFSCME	3 yrs.	\$4,329	\$4,998	\$5,502	6	27%	\$1,821	6.00%	1.00%	\$6,453	\$7,169	\$7,708	\$4,915	-\$83	79.9%	84.2%	90.8%
Eugene, City of	Administrative Specialist, Sr. - AFSCME	3 yrs.	\$4,238	\$4,621	\$5,280	6	25%	\$2,549	6.00%	2.00%	\$7,126	\$7,540	\$8,251	\$4,759	\$138	81.7%	91.1%	94.6%
Lane Council of Governments	Administrative Support Coordinator	3 yrs.	\$3,579	\$4,252	\$4,879	10	36%	\$1,913	6.00%		\$5,707	\$6,420	\$7,085	\$4,229	-\$23	96.7%	99.0%	102.4%
Lane County	Administrative Assistant	3 yrs.	\$3,908	\$4,590	\$5,306	9	36%	\$1,722	6.00%	1.00%	\$5,903	\$6,633	\$7,399	\$4,607	\$17	88.6%	91.7%	94.2%
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687		38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	83.8%	87.9%	87.8%
Linn County	Office Specialist 3	3 yrs.	\$3,415	\$3,763	\$4,360	6	28%	\$2,811	6.00%		\$6,431	\$6,799	\$7,432	\$3,888	\$125	101.3%	111.8%	114.6%
Marion County	Office Specialist 4	3 yrs.	\$3,773	\$4,812	\$5,708	10	51%	\$1,621	6.00%		\$5,621	\$6,721	\$7,671	\$4,741	-\$71	91.7%	87.5%	87.5%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Administrative Assistant 2 - Area Prog. Mgr.	6 yrs.	\$3,440	\$4,181	\$4,891	9	42%	\$2,166	6.00%		\$5,812	\$6,597	\$7,350	\$4,166	-\$16	100.6%	100.6%	102.1%
Polk County	Administrative Specialist 3 - Health Services	4 yrs.	\$3,837	\$4,316	\$4,857	7	27%	\$1,939	6.00%		\$6,007	\$6,514	\$7,088	\$4,347	\$31	90.2%	97.5%	102.9%
Rogue Valley Council of Governments	Administrative Specialist	5 yrs.	\$3,019	\$3,624	\$4,343	13	44%	\$2,007	0.00%		\$5,026	\$5,631	\$6,350	\$3,681	\$57	114.6%	116.1%	115.0%
Salem, City of	Staff Assistant, I	5 yrs.	\$3,857	\$4,328	\$4,675	11	21%	\$2,420	6.00%		\$6,508	\$7,008	\$7,376	\$4,266	-\$62	89.7%	97.2%	106.9%
State of Oregon	Administrative Specialist 2	3 yrs.	\$3,398	\$4,259	\$5,148	10	52%	\$2,508	6.00%		\$6,110	\$7,023	\$7,965	\$4,273	\$14	101.9%	98.8%	97.0%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Executive Assistant	7 yrs.	\$3,461	\$4,208	\$4,996	12	44%	\$2,542	6.00%	0%	\$6,211	\$7,003	\$7,838	\$4,229	\$21			
Market Average - Surveyed Organizations			\$3,737	\$4,361	\$5,016		34%	\$2,269			\$6,205	\$6,862	\$7,550	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.6%	96.5%	99.6%		129.5%	112.1%			100.1%	102.1%	103.8%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			7.4%	3.5%	0.4%			-12.1%			-0.1%	-2.1%	-3.8%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,837	\$4,328	\$5,148		34%	\$2,185			\$6,110	\$6,799	\$7,432	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			90.2%	97.2%	97.0%		129.8%	116.3%			101.6%	103.0%	105.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			9.8%	2.8%	3.0%			-16.3%			-1.6%	-3.0%	-5.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

ADRC Specialist		Senior & Disability Services																
Job Summary: Provides initial screening for all potential consumers looking for information related to aging and disability services in the community including information and assistance, referral to other agencies, and referral to appropriate individuals within the Senior and Disability Services program. Interviews consumers by telephone, and in their homes as needed, to help gather information to identify needs.																		
Minimum Qualifications: Bachelor’s degree preferred, or associate degree plus three (3) years’ experience in social services, along with experience in customer relations, call management, information and assistance or related field that includes phone assessment and triage skills.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	ADRC Specialist	4 yrs.	\$3,629	\$4,164	\$4,946	10	36%	\$1,913	6.00%	0.00%	\$5,760	\$6,327	\$7,156	\$4,288	\$124	99.1%	105.0%	105.0%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	ADRC Specialist	4 yrs.	\$3,793	\$4,610	\$5,392	9	42%	\$2,166	6.00%	0.00%	\$6,186	\$7,052	\$7,881	\$4,593	-\$18	94.8%	94.8%	96.3%
Polk County	No match																	
Rogue Valley Council of Governments	ADRC Lead	7 yrs.	\$3,509	\$4,213	\$5,049	20	44%	\$2,007	0.00%	0.00%	\$5,516	\$6,220	\$7,056	\$4,279	\$66	102.4%	103.8%	102.9%
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	3																	
Oregon Cascades West Council of Governments	ADRC Specialist	4 yrs.	\$3,595	\$4,371	\$5,193	12	44%	\$2,542	6.00%	0%	\$6,353	\$7,175	\$8,047	\$4,394	\$23			
Market Average – Surveyed Organizations			\$3,644	\$4,329	\$5,129		41%	\$2,029			\$5,821	\$6,533	\$7,364	Black – between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			98.7%	101.0%	101.3%		109.1%	125.3%			109.1%	109.8%	109.3%	Red – below 95% of the market average				
Adjustment to 100% of Market Average			1.3%	-1.0%	-1.3%			-25.3%			-9.1%	-9.8%	-9.3%	Green – above 105% of the market				
Market Median – Surveyed Organizations			\$3,629	\$4,213	\$5,049		39%	\$2,007			\$5,760	\$6,327	\$7,156	Black – between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			99.1%	103.8%	102.9%		113.6%	126.7%			110.3%	113.4%	112.4%	Red – below 95% of the market median				
Adjustment to 100% of Market Median			0.9%	-3.8%	-2.9%			-26.7%			-10.3%	-13.4%	-12.4%	Green – above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Eligibility Specialist		Senior & Disability Services																	
Job Summary: Performs specialized financial eligibility functions including in-person or phone interviews and collection/verification of financial information to make initial eligibility determination and/or complete ongoing financial reviews. Access various state and federal database systems to collect/report data and issue state and federal benefits.																			
Minimum Qualifications: Graduation from a four-year college or university with major course work in social services preferred and/or any satisfactory equivalent combination of education, training and experience which demonstrates the knowledge, skills and abilities to perform the duties of the job.																			
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data					
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX	
Albany, City of	No match																		
Benton County	No match																		
Central Oregon Intragovernmental Council	No match																		
Community Services Consortium	Eligibility Specialist	1 yr.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%	0.00%	\$5,857	\$6,447	\$6,985	\$3,637	-\$26	121.0%	123.2%	127.6%	
Corvallis, City of	No match																		
Eugene, City of	No match																		
Lane Council of Governments	Eligibility Specialist	4 yrs.	\$3,835	\$4,555	\$5,227	10	36%	\$1,913	6.00%	0.00%	\$5,978	\$6,741	\$7,454	\$4,531	-\$24	96.9%	99.1%	102.6%	
Lane County	No match																		
Lincoln County	No match																		
Linn County	No match																		
Marion County	No match																		
Mid-Willamette Valley Council of Governments	No match																		
NorthWest Senior & Disability Services	Eligibility Specialist	4 yrs.	\$3,982	\$4,841	\$5,662	9	42%	\$2,166	6.00%	0.00%	\$6,386	\$7,297	\$8,167	\$4,822	-\$19	93.3%	93.2%	94.7%	
Polk County	No match																		
Rogue Valley Council of Governments	No match																		
Salem, City of	No match																		
State of Oregon	Human Services Specialist 3	2 yrs.	\$3,265	\$4,073	\$4,913	10	50%	\$2,508	6.00%	0.00%	\$5,969	\$6,826	\$7,716	\$4,089	\$16	113.8%	110.8%	109.1%	
Total Match Count:	4																		
Oregon Cascades West Council of Governments	Eligibility Specialist	4 yrs.	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25				
Market Average - Surveyed Organizations			\$3,539	\$4,283	\$5,001		41%	\$2,343			\$6,048	\$6,828	\$7,580	Black - between 95% and 105% of the market average					
OCWCOG as a percentage of Market Average			105.0%	105.4%	107.2%		107.1%	108.5%			107.2%	107.3%	108.5%	Red - below 95% of the market average					
Adjustment to 100% of Market Average			-5.0%	-5.4%	-7.2%			-8.5%			-7.2%	-7.3%	-8.5%	Green - above 105% of the market					
Market Median - Surveyed Organizations			\$3,550	\$4,314	\$5,070		43%	\$2,337			\$5,974	\$6,784	\$7,585	Black - between 95% and 105% of the market median					
OCWCOG as a percentage of Market Median			104.7%	104.6%	105.7%		103.3%	108.8%			108.5%	108.0%	108.4%	Red - below 95% of the market median					
Adjustment to 100% of Market Median			-4.7%	-4.6%	-5.7%			-8.8%			-8.5%	-8.0%	-8.4%	Green - above 105% of the market median					

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OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

ERC Consultant		Senior & Disability Services																
Job Summary: Provides person centered support, education, and coaching in employer related skills to Oregonians who receive in-home services through the Consumer-Employed Provider (CEP) program, Independence Choices Program (ICP), State Plan Personal Care (SPPC), Oregon Project Independence (OPI) and Oregon Project Independence Medicaid (OPI-M) programs.																		
Minimum Qualifications: Bachelor's degree with emphasis in social services. Experience providing direct or educational services to seniors and people with physical disabilities which demonstrates knowledge about DHS/APD rules pertaining to in-home services, and skills in communication, person-centered planning and decision support.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	ERC Consultant	4 yrs.	\$3,982	\$4,841	\$5,662	9	42%	\$2,166	6.00%	0.00%	\$6,386	\$7,297	\$8,167	\$4,822	-\$19	97.6%	97.5%	99.1%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Human Services Specialist 3	2 yrs.	\$3,265.00	\$4,073.00	\$4,913.00	10	50%	\$2,508	6.00%	0.00%	\$5,969	\$6,826	\$7,716	\$4,089	\$16	119.1%	115.9%	114.2%
Total Match Count:	2																	
Oregon Cascades West Council of Governments	ERC Consultant	4 yrs.	\$3,887	\$4,719	\$5,612	12	44%	\$2,542	6.00%	0%	\$6,662	\$7,544	\$8,491	\$4,750	\$31			
Market Average - Surveyed Organizations			\$3,624	\$4,457	\$5,288		46%	\$2,337			\$6,178	\$7,061	\$7,942	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			107.3%	105.9%	106.1%		96.6%	108.8%			107.8%	106.8%	106.9%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			-7.3%	-5.9%	-6.1%			-8.8%			-7.8%	-6.8%	-6.9%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,624	\$4,457	\$5,288		46%	\$2,337			\$6,178	\$7,061	\$7,942	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			107.3%	105.9%	106.1%		96.6%	108.8%			107.8%	106.8%	106.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-7.3%	-5.9%	-6.1%			-8.8%			-7.8%	-6.8%	-6.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Licensing and Monitoring SpecialistSenior & Disability Services

Job Summary: Licenses and re-licenses adult foster homes. Responsible for recruitment, orientation, and monitoring of adult foster homes throughout the Linn, Benton and Lincoln County areas.

Minimum Qualifications: Graduation from high school or equivalent, and three years experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Licensing and Monitoring Specialist	7 yrs.	\$4,232	\$4,856	\$5,767	10	36%	\$1,913	6.00%		\$6,399	\$7,060	\$8,026	\$5,000	\$144	93.7%	99.3%	99.2%
Lane County	Program Specialist	3 yrs.	\$4,057	\$5,013	\$5,963	9	47%	\$1,722	6.00%	1.00%	\$6,063	\$7,086	\$8,102	\$5,010	-\$3	97.7%	96.2%	96.0%
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Adult Foster Home Licensing Specialist	7 yrs.	\$4,391	\$5,337	\$6,242	9	42%	\$2,166	6.00%	0.00%	\$6,820	\$7,823	\$8,782	\$5,317	-\$21	90.3%	90.3%	91.7%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Compliance Specialist 2	4 yrs.	\$4,259	\$5,396	\$6,528	10	53%	\$2,508	6.00%	0.00%	\$7,023	\$8,228	\$9,428	\$5,394	-\$3	93.1%	89.3%	87.7%
Total Match Count:	4																	
Oregon Cascades West Council of Governments	Licensing and Monitoring Specialist	3 yrs.	\$3,966	\$4,820	\$5,723	12	44%	\$2,542	6.00%	0%	\$6,746	\$7,651	\$8,608	\$4,845	\$25			
Market Average - Surveyed Organizations			\$4,235	\$5,150	\$6,125		45%	\$2,077			\$6,576	\$7,549	\$8,585	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			93.7%	93.6%	93.4%		99.3%	122.4%			102.6%	101.4%	100.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			6.3%	6.4%	6.6%			-22.4%			-2.6%	-1.4%	-0.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,246	\$5,175	\$6,102		44%	\$2,039			\$6,610	\$7,454	\$8,442	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			93.4%	93.1%	93.8%		101.3%	124.7%			102.1%	102.6%	102.0%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			6.6%	6.9%	6.2%			-24.7%			-2.1%	-2.6%	-2.0%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Case Manager		Senior & Disability Services																
Job Summary: Provides initial service eligibility and ongoing case management with financial eligibility coordination to individuals needing personal care assistance to promote quality of life, independence and care in the least restrictive setting. Works with Medicaid payment/ tracking systems, Consumer Assessment and Planning Systems (CAPS), as well as related forms and terminal screens.		Minimum Qualifications: Bachelor’s degree, with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or medical terminology affecting the elderly and/or people with disabilities is preferred.																
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Case Manager (W & E)	5 yrs.	\$3,671	\$4,391	\$5,046	9	37%	\$2,784	0.00%		\$6,455	\$7,175	\$7,830	\$4,359	-\$33	115.9%	117.8%	121.7%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Case Manager	7 yrs.	\$4,097	\$4,701	\$5,584	10	36%	\$1,913	6.00%		\$6,256	\$6,896	\$7,832	\$4,841	\$140	103.9%	110.1%	110.0%
Lane County	Developmental Disabilities Specialist	5 yrs.	\$4,273	\$4,938	\$5,710	9	34%	\$1,722	6.00%	1.00%	\$6,294	\$7,006	\$7,831	\$4,991	\$53	99.6%	104.8%	107.6%
Lincoln County	No match																	
Linn County	Service Coordinator/Case Manager	4 yrs.	\$3,948	\$4,576	\$5,047	6	28%	\$2,811	6.00%		\$6,996	\$7,661	\$8,160	\$4,498	-\$79	107.8%	113.1%	121.7%
Marion County	Developmental Disabilities Associate 2	5 yrs.	\$4,129	\$5,189	\$6,249	10	51%	\$1,621	6.00%		\$5,998	\$7,121	\$8,245	\$5,189	\$0	103.1%	99.7%	98.3%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Case Manager	6 yrs.	\$4,181	\$5,083	\$5,945	9	42%	\$2,166	6.00%		\$6,597	\$7,554	\$8,467	\$5,063	-\$20	101.8%	101.8%	103.3%
Polk County	Developmental Disabilities Services Coordinatc	4 yrs.	\$3,992	\$5,016	\$5,050	7	27%	\$1,939	6.00%		\$6,171	\$7,256	\$7,292	\$4,521	-\$495	106.6%	103.1%	121.6%
Rogue Valley Council of Governments	Service Coordinator	7 yrs.	\$3,268	\$3,923	\$4,701	13	44%	\$2,007	0.00%		\$5,275	\$5,930	\$6,708	\$3,984	\$61	130.2%	131.9%	130.7%
Salem, City of	No match																	
State of Oregon	Human Services Case Manager	4 yrs.	\$3,546	\$4,259	\$5,396	10	52%	\$2,508	6.00%		\$6,267	\$7,023	\$8,228	\$4,471	\$212	120.0%	121.5%	113.8%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Case Manager	4 yrs.	\$4,256	\$5,174	\$6,143	12	44%	\$2,542	6.00%	0%	\$7,053	\$8,027	\$9,054	\$5,200	\$26			
Market Average – Surveyed Organizations			\$3,900	\$4,675	\$5,414		39%	\$2,163			\$6,256	\$7,069	\$7,844	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			109.1%	110.7%	113.5%		114.2%	117.5%			112.7%	113.5%	115.4%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			-9.1%	-10.7%	-13.5%			-17.5%			-12.7%	-13.5%	-15.4%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$3,992	\$4,701	\$5,396		35%	\$2,007			\$6,267	\$7,121	\$7,832	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			106.6%	110.1%	113.8%		126.1%	126.7%			112.5%	112.7%	115.6%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-6.6%	-10.1%	-13.8%			-26.7%			-12.5%	-12.7%	-15.6%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Housing Supports Specialist		Senior & Disability Services																
Job Summary: Manages a caseload comprised of adults with disabilities and/or senior citizens eligible for Medicaid Long Term Care Services and Supports. Provides additional focus to consumers in need of support navigating the housing search process, application, and move-in process. Housing Support Services include yet are not limited to conducting a tenant screening and housing assessment, developing an individualized housing support plan, developing a housing support crisis plan, identifying and sharing resources, assisting with application processes and move details, offering education and training, coaching and providing assistance, and advocating.																		
Minimum Qualifications: Bachelor's degree, with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or medical terminology affecting the elderly and/or people with disabilities is preferred.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MO Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Case Manager (Housing)	5 yrs.	\$3,671	\$4,391	\$5,046	9	37%	\$2,784	0.00%		\$6,455	\$7,175	\$7,830	\$4,359	-\$33	115.9%	117.8%	121.7%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Case Manager: Housing Navigator Focus	7 yrs.	\$4,097	\$4,701	\$5,584	10	36%	\$1,913	6.00%		\$6,256	\$6,896	\$7,832	\$4,841	\$140	103.9%	110.1%	110.0%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	Housing Placement Specialist (MHA)	5 yrs.	\$3,952	\$4,801	\$5,985	10	51%	\$1,621	6.00%		\$5,810	\$6,710	\$7,965	\$4,969	\$167	107.7%	107.8%	102.6%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Housing Support Navigator	6 yrs.	\$4,391	\$5,337	\$6,242	9	42%	\$2,166	6.00%		\$6,820	\$7,823	\$8,782	\$5,317	-\$21	96.9%	96.9%	98.4%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Housing Navigator (PAAS)	6 mos.	\$4,073	\$5,148	\$6,230	10	53%	\$2,508	6.00%		\$6,826	\$7,965	\$9,112	\$5,152	\$4	104.5%	100.5%	98.6%
Total Match Count:	5																	
Oregon Cascades West Council of Governments	Housing Supports Specialist	4 yrs.	\$4,256	\$5,174	\$6,143	12	44%	\$2,542	6.00%	0%	\$7,053	\$8,027	\$9,054	\$5,200	\$26			
Market Average – Surveyed Organizations			\$4,037	\$4,876	\$5,817		44%	\$2,198			\$6,433	\$7,314	\$8,304	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			105.4%	106.1%	105.6%		100.5%	115.6%			109.6%	109.7%	109.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			-5.4%	-6.1%	-5.6%			-15.6%			-9.6%	-9.7%	-9.0%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$4,073	\$4,801	\$5,985		47%	\$2,166			\$6,455	\$7,175	\$7,965	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			104.5%	107.8%	102.6%		94.4%	117.4%			109.3%	111.9%	113.7%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-4.5%	-7.8%	-2.6%			-17.4%			-9.3%	-11.9%	-13.7%	Green - above 105% of the market median				

Appendix B - Total Compensation
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QA Case Manager Training Specialist		Senior & Disability Services																
Job Summary: Under the direction of the Program Supervisor, provides training on basic processes and procedures to trainees and ongoing workers in the Case Management Unit. Works with management team to identify training goals and needs, develop and deliver training in the areas of agency service practices and State Medicaid policy. Develops tools to analyze training goals and outcomes. Routinely handles confidential information.																		
Minimum Qualifications: Graduation from a four-year college or university with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or people with disabilities, and/or medical terminology affecting the elderly and/or people with disabilities is required, plus two (2) years case management experience.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Lead Worker	7 yrs.	\$4,542	\$5,395	\$6,191	10	36%	\$1,913	6.00%	0.00%	\$6,728	\$7,632	\$8,476	\$5,367	-\$29	98.4%	100.7%	104.2%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Quality Assurance Case Manager	6 yrs.	\$4,698	\$5,931	\$7,070	9	50%	\$2,166	6.00%	0.00%	\$7,145	\$8,452	\$9,660	\$5,884	-\$47	95.1%	91.6%	91.2%
Polk County	No match																	
Rogue Valley Council of Governments	Service Coordinator Lead	7 yrs.	\$3,509	\$4,213	\$5,049	13	44%	\$2,007	0.00%	0.00%	\$5,516	\$6,220	\$7,056	\$4,279	\$66	127.4%	129.0%	127.7%
Salem, City of	No match																	
State of Oregon	Human Services Specialist 4	3 yrs.	\$3,707	\$4,693	\$5,657	10	53%	\$2,508	6.00%	0.00%	\$6,438	\$7,483	\$8,505	\$4,682	-\$11	120.6%	115.8%	114.0%
Total Match Count:	4																	
Oregon Cascades West Council of Governments	QA Case Manager Training Specialist	6 yrs.	\$4,470	\$5,433	\$6,448	12	44%	\$2,542	6.00%	0%	\$7,280	\$8,301	\$9,377	\$5,459	\$26			
Market Average - Surveyed Organizations			\$4,114	\$5,058	\$5,992		46%	\$2,149			\$6,457	\$7,447	\$8,424	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			108.7%	107.4%	107.6%		97.0%	118.3%			112.8%	111.5%	111.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			-8.7%	-7.4%	-7.6%			-18.3%			-12.8%	-11.5%	-11.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,125	\$5,044	\$5,924		44%	\$2,086			\$6,583	\$7,557	\$8,490	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			108.4%	107.7%	108.8%		101.4%	121.8%			110.6%	109.8%	110.4%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			-8.4%	-7.7%	-8.8%			-21.8%			-10.6%	-9.8%	-10.4%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Adult Protective Services SpecialistSenior & Disability Services

Job Summary: Investigates, provides intervention and reporting of abuse against people with disabilities and older adults as required under state and federal mandate.

Minimum Qualifications: Bachelor’s degree with emphasis in human, social, behavioral, or criminal sciences. Course work in social services, geriatrics, and health care or experience providing a knowledge of medical terminology affecting protected populations and/or investigative processes.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	APS Specialist	7 yrs.	\$4,442	\$5,276	\$6,054	10	36%	\$1,913	6.00%		\$6,622	\$7,506	\$8,330	\$5,248	-\$28	102.4%	104.8%	108.5%
Lane County	Abuse Investigator	6 yrs.	\$4,720	\$5,451	\$6,302	9	34%	\$1,722	6.00%	1.00%	\$6,772	\$7,555	\$8,466	\$5,511	\$60	96.4%	101.5%	104.2%
Lincoln County	No match																	
Linn County	No match																	
Marion County	Adult Abuse Investigator	7 yrs.	\$4,548	\$5,808	\$6,893	10	52%	\$1,621	6.00%		\$6,442	\$7,778	\$8,928	\$5,721	-\$88	100.0%	95.2%	95.3%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Protective Services Worker	7 yrs.	\$4,391	\$5,337	\$6,242	9	42%	\$2,166	6.00%		\$6,820	\$7,823	\$8,782	\$5,317	-\$21	103.6%	103.6%	105.2%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Adult Protective Service Specialist	6 yrs.	\$4,259	\$5,396	\$6,528	10	53%	\$2,508	6.00%		\$7,023	\$8,228	\$9,428	\$5,394	-\$3	106.8%	102.5%	100.6%
Total Match Count:	5																	
Oregon Cascades West Council of Governments	Adult Protective Services Specialist	4 yrs.	\$4,549	\$5,531	\$6,568	12	44%	\$2,542	6.00%	0%	\$7,364	\$8,405	\$9,504	\$5,559	\$28			
Market Average – Surveyed Organizations			\$4,472	\$5,454	\$6,404		43%	\$1,986			\$6,736	\$7,778	\$8,787			Black - between 95% and 105% of the market average		
OCWCOG as a percentage of Market Average			101.7%	101.4%	102.6%		102.7%	128.0%			109.3%	108.1%	108.2%			Red - below 95% of the market average		
Adjustment to 100% of Market Average			-1.7%	-1.4%	-2.6%			-28.0%			-9.3%	-8.1%	-8.2%			Green - above 105% of the market		
Market Median – Surveyed Organizations			\$4,442	\$5,396	\$6,302		42%	\$1,913			\$6,772	\$7,778	\$8,782			Black - between 95% and 105% of the market median		
OCWCOG as a percentage of Market Median			102.4%	102.5%	104.2%		106.0%	132.9%			108.7%	108.1%	108.2%			Red - below 95% of the market median		
Adjustment to 100% of Market Median			-2.4%	-2.5%	-4.2%			-32.9%			-8.7%	-8.1%	-8.2%			Green - above 105% of the market median		

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Diversion-Transition CoordinatorSenior & Disability Services

Job Summary: Provides diversion case management services to prevent long-term nursing facility residency. Assesses Medicaid clients residing in a nursing facility for possible transition to a lower level of care. Works with community partners including hospital discharge planners to develop resources and services for clients to transition to the care setting of choice including in-home and community-based placement.

Minimum Qualifications: Bachelor’s degree in social work or related field plus three (3) years of Senior and Disability Services case management.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Transition and Diversion Case Manager	7 yrs.	\$4,410	\$5,238	\$6,010	10	36%	\$1,913	6.00%		\$6,588	\$7,465	\$8,284	\$5,210	-\$28	103.4%	105.8%	109.4%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Diversion and Transition Case Manager	6 yrs.	\$4,391	\$5,337	\$6,242	9	42%	\$2,166	6.00%		\$6,820	\$7,823	\$8,782	\$5,317	-\$21	103.8%	103.9%	105.3%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Diversion Specialist	6 yrs.	\$3,885	\$4,913	\$5,936	20	53%	\$2,508	6.00%		\$6,626	\$7,716	\$8,801	\$4,911	-\$3	117.3%	112.8%	110.8%
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Diversion-Transition Coordinator	7 yrs.	\$4,559	\$5,543	\$6,575	12	44%	\$2,542	6.00%	0%	\$7,375	\$8,418	\$9,512	\$5,567	\$24			
Market Average - Surveyed Organizations			\$4,229	\$5,163	\$6,063		43%	\$2,196			\$6,678	\$7,668	\$8,622			Black - between 95% and 105% of the market average		
OCWCOG as a percentage of Market Average			107.8%	107.4%	108.5%		102.0%	115.8%			110.4%	109.8%	110.3%			Red - below 95% of the market average		
Adjustment to 100% of Market Average			-7.8%	-7.4%	-8.5%			-15.8%			-10.4%	-9.8%	-10.3%			Green - above 105% of the market		
Market Median - Surveyed Organizations			\$4,391	\$5,238	\$6,010		37%	\$2,166			\$6,626	\$7,716	\$8,782			Black - between 95% and 105% of the market median		
OCWCOG as a percentage of Market Median			103.8%	105.8%	109.4%		119.9%	117.4%			111.3%	109.1%	108.3%			Red - below 95% of the market median		
Adjustment to 100% of Market Median			-3.8%	-5.8%	-9.4%			-17.4%			-11.3%	-9.1%	-8.3%			Green - above 105% of the market median		

Appendix B - Total Compensation
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Veteran Service Officer		Community Services Program																
Job Summary: Performs specialized eligibility functions including initial eligibility determinations for VA compensation, pension, medical benefits, annual income/medical expense reviews. Works with related Veterans Administration rules, regulations and forms and computer programs.																		
Minimum Qualifications: Graduation from a four-year college or university with at least two years experience in a service related job; OR, accreditation as a CVSO for one year.																		
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Community Action Team (Columbia Co.)	Veteran Services Officer ¹		\$4,215	\$5,649	\$7,210	12	71%	\$1,542	6.00%		\$6,010	\$7,530	\$9,184	\$5,713	\$64	88.2%	79.9%	74.4%
Corvallis, City of	No match																	
Lane Council of Governments	Veteran Benefits Specialist	6 yrs.	\$4,097	\$4,866	\$5,584	10	36%	\$1,913	6.00%		\$6,256	\$7,071	\$7,832	\$4,841	-\$26	90.7%	92.8%	96.0%
Lane County	Veteran Services Coordinator ¹	5 yrs.	\$5,495	\$6,788	\$8,079	9	47%	\$1,722	6.00%	1.00%	\$7,601	\$8,985	\$10,367	\$6,787	-\$1	67.6%	66.5%	66.4%
Lincoln County	Veteran Service Officer		\$5,202	\$6,181	\$7,164	11	38%	\$2,185	0.00%		\$7,387	\$8,366	\$9,349	\$6,183	\$2	71.5%	73.0%	74.8%
Linn County	Veteran Service Officer		\$4,857	\$5,322	\$6,118	6	26%	\$2,811	6.00%		\$7,959	\$8,452	\$9,296	\$5,488	\$166	76.5%	84.8%	87.6%
Marion County	NRR ²																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Veteran Benefits Specialist	6 yrs.	\$4,181	\$5,083	\$5,948	9	42%	\$2,166	6.00%		\$6,597	\$7,554	\$8,470	\$5,065	-\$19	88.9%	88.8%	90.1%
Polk County	Veteran Services Program Supervisor ¹	4 yrs.	\$4,862	\$5,468	\$6,148	7	26%	\$1,939	6.00%		\$7,093	\$7,735	\$8,456	\$5,505	\$37	76.5%	82.6%	87.2%
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Veteran Services Officer1	5 yrs.	\$3,885	\$4,913	\$5,936	10	53%	\$2,508	6.00%		\$6,626	\$7,716	\$8,801	\$4,911	-\$3	95.7%	91.9%	90.3%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Veteran Service Officer	6 yrs.	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25			
Market Average - Surveyed Organizations			\$4,599	\$5,534	\$6,523		42%	\$2,098			\$6,941	\$7,926	\$8,969	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			80.8%	81.6%	82.2%		105.7%	121.2%			93.4%	92.4%	91.7%	Red - below 95% of the market average				
Adjustment to 100% of Market Average			19.2%	18.4%	17.8%			-21.2%			6.6%	7.6%	8.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,536	\$5,395	\$6,133		35%	\$2,052			\$6,860	\$7,726	\$8,993	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			81.9%	83.7%	87.4%		125.6%	123.9%			94.5%	94.8%	91.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median			18.1%	16.3%	12.6%			-23.9%			5.5%	5.2%	8.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Mealsite ManagerCommunity Services Program

Job Summary: Manages the day-to-day operation of a meal site serving two days per week for Dining Room and Meals on Wheels. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information.

Minimum Qualifications: Graduation from high school or equivalent and minimum two years’ experience in a volunteer or paid supervisory position, plus experience in working with older adults.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Senior Meals – Site Coord. ¹	Any ²	\$4,098	\$4,867	\$5,585	10	36%	\$1,913	6.00%		\$6,257	\$7,072	\$7,833	\$4,841	-\$26	66.9%	68.4%	70.8%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Substitute Nutrition Site Coordinator ³	1.5 yrs.	\$2,830	\$3,440	\$4,024	9	42%	\$2,166	6.00%		\$5,165	\$5,812	\$6,431	\$3,427	-\$13	96.8%	96.7%	98.3%
Polk County	No match																	
Rogue Valley Council of Governments	Meal Site Coordinator 2	6 mos.	\$2,462	\$2,690	\$2,940	13	19%	\$2,007	0.00%		\$4,469	\$4,697	\$4,947	\$2,701	\$11	111.3%	123.7%	134.6%
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Mealsite Manager	2 yrs.	\$2,740	\$3,328	\$3,955	12	44%	\$2,542	6.00%	0%	\$5,447	\$6,070	\$6,735	\$3,348	\$20			
Market Average – Surveyed Organizations			\$3,130	\$3,666	\$4,183		34%	\$2,029			\$5,297	\$5,860	\$6,404	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			87.6%	90.8%	94.6%		131.8%	125.3%			102.8%	103.6%	105.2%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			12.4%	9.2%	5.4%			-25.3%			-2.8%	-3.6%	-5.2%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$2,830	\$3,440	\$4,024		42%	\$2,007			\$5,165	\$5,812	\$6,431	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			96.8%	96.7%	98.3%		105.1%	126.7%			105.5%	104.4%	104.7%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			3.2%	3.3%	1.7%			-26.7%			-5.5%	-4.4%	-4.7%	Green - above 105% of the market median				

¹Represented position responsible for recruiting, screening, and training paid Relief Mealsite Coordinator.
²Any combination of education and experience that provides the applicant with the required skills, knowledge, and abilities.
³NWSDS uses on-call staff and temporary reassignment of regular NSC.

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Roving Meal Site ManagerCommunity Services Program

Job Summary: Manages the day-to-day operation of a meal site serving five days per week for Dining Room and Meals on Wheels in Linn and Benton Counties. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information.

Minimum Qualifications: Graduation from high school or equivalent and minimum two years’ experience in a volunteer or paid supervisory position, plus experience in working with older adults.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Senior Meals – Roving Back-Up Site Coord. ¹	Any ²	\$4,098	\$4,867	\$5,585	10	36%	\$1,913	6.00%		\$6,257	\$7,072	\$7,833	\$4,841	-\$26	66.9%	68.4%	70.8%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Substitute Nutrition Site Coordinator ³	1.5 yrs.	\$2,830	\$3,440	\$4,024	9	42%	\$2,166	6.00%	0.00%	\$5,165	\$5,812	\$6,431	\$3,427	-\$13	96.8%	96.7%	98.3%
Polk County	No match																	
Rogue Valley Council of Governments	Meal Site Coordinator 2	6 mos.	\$2,462	\$2,690	\$2,940	13	19%	\$2,007	0.00%	0.00%	\$4,469	\$4,697	\$4,947	\$2,701	\$11	111.3%	123.7%	134.6%
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Roving Meal Site Manager	2 yrs.	\$2,740	\$3,328	\$3,955	12	44%	\$2,542	6.00%	0%	\$5,447	\$6,070	\$6,735	\$3,348	\$20			
Market Average – Surveyed Organizations			\$3,130	\$3,666	\$4,183		34%	\$2,029			\$5,297	\$5,860	\$6,404	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			87.6%	90.8%	94.6%		131.8%	125.3%			102.8%	103.6%	105.2%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			12.4%	9.2%	5.4%			-25.3%			-2.8%	-3.6%	-5.2%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$2,830	\$3,440	\$4,024		42%	\$2,007			\$5,165	\$5,812	\$6,431	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			96.8%	96.7%	98.3%		105.1%	126.7%			105.5%	104.4%	104.7%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			3.2%	3.3%	1.7%			-26.7%			-5.5%	-4.4%	-4.7%	Green - above 105% of the market median				

¹Represented position responsible for recruiting, screening, and training paid Relief Mealsite Coordinator.
²Any combination of education and experience that provides the applicant with the required skills, knowledge, and abilities.
³NWSDS uses on-call staff and temporary reassignment of regular NSC.

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Senior Meals CoordinatorCommunity Services Program

Job Summary: Performs eligibility determinations for home delivered meals. Re-assesses individuals for eligibility to receive meals. Maintains accurate records and reports on a regular basis.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Senior Meals - Meals on Wheels Coordinator ¹	Any ²	\$4,098	\$4,867	\$5,585	10	36%	\$1,913	6.00%		\$6,257	\$7,072	\$7,833	\$4,841	-\$26	74.8%	76.6%	79.3%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Substitute Nutrition Site Coordinator ³																	
Polk County	No match																	
Rogue Valley Council of Governments	Outreach Coordinator - Nutrition Program	6 yrs.	\$3,019	\$3,624	\$4,343	13	44%	\$2,007	0.00%		\$5,026	\$5,631	\$6,350	\$3,681	\$57	101.6%	102.9%	102.0%
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Senior Meals Coordinator	2 yrs.	\$3,067	\$3,729	\$4,428	12	44%	\$2,542	6.00%	0%	\$5,793	\$6,495	\$7,236	\$3,748	\$19			
Market Average - Surveyed Organizations			\$3,558	\$4,246	\$4,964		40%	\$1,960			\$5,641	\$6,352	\$7,092	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			86.2%	87.8%	89.2%		112.3%	129.7%			102.7%	102.3%	102.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			13.8%	12.2%	10.8%			-29.7%			-2.7%	-2.3%	-2.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,558	\$4,246	\$4,964		40%	\$1,960			\$5,641	\$6,352	\$7,092	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			86.2%	87.8%	89.2%		112.3%	129.7%			102.7%	102.3%	102.0%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			13.8%	12.2%	10.8%			-29.7%			-2.7%	-2.3%	-2.0%	Green - above 105% of the market median				

¹Represented position responsible for recruiting, screening, and training paid Relief Mealsite Coordinator.
²Any combination of education and experience that provides the applicant with the required skills, knowledge, and abilities.
³NWSDS uses on-call staff and temporary reassignment of regular NSC.

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Detailed Market Data as of 6/2/2023

Senior Meals Coordinator/MSM ComboCommunity Services Program

Job Summary: Performs eligibility determinations for home delivered meals. Re-assesses individuals for eligibility to receive meals. Maintains accurate records and reports on a regular basis. Manages the day-to-day operation of a meal site serving three days per week for Dining Room and Meals on Wheels. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Senior Meals - Meals on Wheels Coordinator ¹	Any ²	\$4,098	\$4,867	\$5,585	10	36%	\$1,913	6.00%		\$6,257	\$7,072	\$7,833	\$4,841	-\$26	74.8%	76.6%	79.3%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Substitute Nutrition Site Coordinator ³																	
Polk County	No match																	
Rogue Valley Council of Governments	Outreach Coordinator - Nutrition Program	6 yrs.	\$3,019	\$3,624	\$4,343	13	44%	\$2,007	0.00%		\$5,026	\$5,631	\$6,350	\$3,681	\$57	101.6%	102.9%	102.0%
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Senior Meals Coordinator/MSM Combo	2 yrs.	\$3,067	\$3,729	\$4,428	12	44%	\$2,542	6.00%	0%	\$5,793	\$6,495	\$7,236	\$3,748	\$19			
Market Average - Surveyed Organizations			\$3,558	\$4,246	\$4,964		40%	\$1,960			\$5,641	\$6,352	\$7,092	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			86.2%	87.8%	89.2%		112.3%	129.7%			102.7%	102.3%	102.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			13.8%	12.2%	10.8%			-29.7%			-2.7%	-2.3%	-2.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,558	\$4,246	\$4,964		40%	\$1,960			\$5,641	\$6,352	\$7,092	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			86.2%	87.8%	89.2%		112.3%	129.7%			102.7%	102.3%	102.0%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			13.8%	12.2%	10.8%			-29.7%			-2.7%	-2.3%	-2.0%	Green - above 105% of the market median				

¹Represented position responsible for recruiting, screening, and training paid Relief Mealsite Coordinator.
²Any combination of education and experience that provides the applicant with the required skills, knowledge, and abilities.
³NWSDS uses on-call staff and temporary reassignment of regular NSC.

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Clerical Specialist - Meals on WheelsCommunity Services Program

Job Summary: Performs a variety of clerical duties in support of Meals on Wheels, e.g., prepares reports, completes forms, maintains mailing lists and various databases, provides data entry, and processing.

Minimum Qualifications: Completion of high school, or equivalent, and one year of clerical experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	83.2%	87.4%	94.3%
Benton County	Administrative Assistant 2	N/A	\$2,800	\$3,136	\$3,588	8	28%	\$3,120	6.00%	1.50%	\$6,130	\$6,491	\$6,977	\$3,194	\$58	102.5%	111.0%	115.4%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	Administrative Specialist	2 yrs.	\$3,879	\$4,238	\$4,833	6	\$0.25	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	74.0%	82.2%	85.7%
Lane Council of Governments	Administrative Aide IV	3 yrs.	\$3,229	\$3,835	\$4,401	10	N/A	\$1,913	6.00%		\$5,336	\$5,978	\$6,578	\$3,815	-\$20	88.9%	90.8%	94.1%
Lane County	No match	2 yrs.																
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	69.5%	72.8%	72.8%
Linn County	Office Specialist 1	2 yrs.	\$2,811	\$3,095	\$3,587	6	28%	\$2,811	6.00%		\$5,790	\$6,091	\$6,613	\$3,199	\$104	102.1%	112.5%	115.4%
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Administrative Assistant 1 - Nutrition Program	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	87.6%	87.4%	88.9%
Polk County	Office Specialist 2	1 yr.	\$2,872	\$3,231	\$3,637	7	N/A	\$1,939	6.00%		\$4,984	\$5,364	\$5,795	\$3,255	\$24	99.9%	107.8%	113.9%
Rogue Valley Council of Governments	Office Specialist 3 - Nutrition Program	3 yrs.	\$2,765	\$3,319	\$3,978	13	44%	\$2,007	0.00%		\$4,772	\$5,326	\$5,985	\$3,371	\$52	103.8%	104.9%	104.1%
Salem, City of	No match																	
State of Oregon	Office Specialist 1	1 yr.	\$2,823	\$3,265	\$3,707	10	31%	\$2,508	6.00%		\$5,501	\$5,969	\$6,438	\$3,265	\$0	101.6%	106.6%	111.7%
Total Match Count:	10																	
Oregon Cascades West Council of Governments	Clerical Specialist - Meals on Wheels	1 yr.	\$2,869	\$3,482	\$4,141	12	44%	\$2,542	6.00%	0%	\$5,583	\$6,233	\$6,932	\$3,505	\$23			
Market Average - Surveyed Organizations			\$3,203	\$3,687	\$4,247		33%	\$2,366			\$5,734	\$6,241	\$6,827	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			89.6%	94.4%	97.5%		136.1%	107.4%			97.4%	99.9%	101.5%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			10.4%	5.6%	2.5%			-7.4%			2.6%	0.1%	-1.5%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,051	\$3,577	\$4,185		37%	\$2,324			\$5,714	\$6,239	\$6,795	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			94.1%	97.3%	99.0%		119.3%	109.4%			97.7%	99.9%	102.0%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			5.9%	2.7%	1.0%			-9.4%			2.3%	0.1%	-2.0%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Clerical Specialist - Money ManagementCommunity Services Program

Job Summary: Provides clerical support to the Money Management Coordinator. Routinely handles confidential information. Follows policy and procedures. Makes recommendations for process improvement.

Minimum Qualifications: Completion of high school, or equivalent, and six (6) months of paid and/or volunteer clerical experience; one year of clerical experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	83.2%	87.4%	94.3%
Benton County	Administrative Assistant 2	N/A	\$2,800	\$3,136	\$3,588	8	28%	\$3,120	6.00%	1.50%	\$6,130	\$6,491	\$6,977	\$3,194	\$58	102.5%	111.0%	115.4%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	Administrative Specialist	2 yrs.	\$3,879	\$4,238	\$4,833	6	25%	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	74.0%	82.2%	85.7%
Lane Council of Governments	Administrative Aide IV	3 yrs.	\$3,229	\$3,835	\$4,401	10	36%	\$1,913	6.00%		\$5,336	\$5,978	\$6,578	\$3,815	-\$20	88.9%	90.8%	94.1%
Lane County	Office Assistant 2	2 yrs.	\$3,179	\$3,680	\$4,250	9	34%	\$1,722	6.00%	1.00%	\$5,123	\$5,659	\$6,270	\$3,715	\$35	90.3%	94.6%	97.4%
Lincoln County	No match	1 yr.																
Linn County	Office Specialist 1	2 yrs.	\$2,811	\$3,095	\$3,587	6	28%	\$2,811	6.00%		\$5,790	\$6,091	\$6,613	\$3,199	\$104	102.1%	112.5%	115.4%
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Administrative Assistant 1 - OMMP	3 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	87.6%	87.4%	88.9%
Polk County	Office Specialist 2	1 yr.	\$2,872	\$3,231	\$3,637	7	27%	\$1,939	6.00%		\$4,984	\$5,364	\$5,795	\$3,255	\$24	99.9%	107.8%	113.9%
Rogue Valley Council of Governments	Office Specialist 3 - Nutrition Program	3 yrs.	\$2,765	\$3,319	\$3,978	13	44%	\$2,007	0.00%		\$4,772	\$5,326	\$5,985	\$3,371	\$52	103.8%	104.9%	104.1%
Salem, City of	No match																	
State of Oregon	Office Specialist 1	1 yr.	\$2,823	\$3,265	\$3,707	10	31%	\$2,508	6.00%		\$5,501	\$5,969	\$6,438	\$3,265	\$0	101.6%	106.6%	111.7%
Total Match Count:	10																	
Oregon Cascades West Council of Governments	Clerical Specialist - Money Management	1.5 yrs.	\$2,869	\$3,482	\$4,141	12	44%	\$2,542	6.00%	0%	\$5,583	\$6,233	\$6,932	\$3,505	\$23			
Market Average - Surveyed Organizations			\$3,108	\$3,577	\$4,103		32%	\$2,320			\$5,615	\$6,110	\$6,666	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.3%	97.4%	100.9%		138.6%	109.6%			99.4%	102.0%	104.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			7.7%	2.6%	-0.9%			-9.6%			0.6%	-2.0%	-4.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,025	\$3,500	\$4,114		36%	\$2,314			\$5,569	\$6,035	\$6,596	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			94.8%	99.5%	100.7%		123.2%	109.9%			100.2%	103.3%	105.1%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			5.2%	0.5%	-0.7%			-9.9%			-0.2%	-3.3%	-5.1%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Money Management Program CoordinatorCommunity Services Program

Job Summary: Provides day-to-day coordination of the Money Management Program, including acting as the primary contact for all program volunteers. Recruits and trains volunteers to provide one-on one money management services to seniors and people with disabilities. Coordinates Representative Payee Consumer’s Accounts. Coordinates the program according to State of Oregon Department of Human Services (ODHS) and Social Security standards and guidelines and plays a key role in its successful implementation. Routinely handles confidential information.

Minimum Qualifications: Two (2) years demonstrated professional experience providing guidance or training regarding personal finances, and two (2) years demonstrated success working with and training volunteers.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Money Management Program Coordinator	7 yrs.	\$4,097	\$4,866	\$5,584	10	N/A	\$1,913	6.00%		\$6,256	\$7,071	\$7,832	\$4,841	-\$26	90.7%	92.8%	96.0%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Money Management Program Coordinator	5 yrs.	\$4,610	\$5,604	\$6,554	9	42%	\$2,166	6.00%		\$7,052	\$8,106	\$9,113	\$5,582	-\$22	80.6%	80.5%	81.8%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	2																	
Oregon Cascades West Council of Governments	Money Management Program Coordinator	2 yrs.	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25			
Market Average – Surveyed Organizations			\$4,354	\$5,235	\$6,069		39%	\$2,039			\$6,654	\$7,588	\$8,472	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			85.4%	86.2%	88.3%		112.2%	124.7%			97.4%	96.6%	97.1%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			14.6%	13.8%	11.7%			-24.7%			2.6%	3.4%	2.9%	Green - above 105% of the market				
Market Median – Surveyed Organizations			\$4,354	\$5,235	\$6,069		39%	\$2,039			\$6,654	\$7,588	\$8,472	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			85.4%	86.2%	88.3%		112.2%	124.7%			97.4%	96.6%	97.1%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			14.6%	13.8%	11.7%			-24.7%			2.6%	3.4%	2.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Administrative Assistant - CSPCommunity Services Program

Job Summary: Performs a variety of administrative support, including but not limited to, triaging incoming calls across the Department, data compilation and grant reporting, fundraising and event planning, and community outreach.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90.4%	95.1%	102.6%
Benton County	Administrative Specialist 1	N/A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89.4%	100.1%	106.4%
Central Oregon Intragovernmental Council	Administrative Assistant	4 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	93.9%	82.4%	77.3%
Community Services Consortium	Office Specialist 2	HS + 3 mo.	\$2,586	\$2,935	\$3,216	9	24%	\$2,784	0.00%		\$5,370	\$5,719	\$6,000	\$2,901	-\$33	120.6%	129.2%	140.1%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94.5%	104.4%	107.5%
Eugene, City of	Administrative Specialist	2 yrs.	\$3,879	\$4,238	\$4,833	6	\$0.25	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80.4%	89.4%	93.2%
Lane Council of Governments	Division Support Specialist	HS. Dip	\$3,459	\$3,969	\$4,714	10	N/A	\$1,913	6.00%		\$5,580	\$6,120	\$6,910	\$4,087	\$118	90.1%	95.5%	95.5%
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	88.9%	93.4%	96.1%
Lincoln County	No match																	
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	100.7%	105.7%	114.1%
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%		\$4,840	\$5,726	\$6,490	\$3,815	-\$57	102.7%	97.9%	98.1%
Mid-Willamette Valley Council of Governments	Administration Specialist I	1 yr.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89.0%	88.8%	91.0%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95.2%	95.2%	96.7%
Polk County	No match																	
Rogue Valley Council of Governments	Office Specialist 2	2 yrs.	\$2,505	\$3,008	\$3,604	13	44%	\$2,007	0.00%		\$4,512	\$5,015	\$5,611	\$3,055	\$47	124.4%	126.0%	125.0%
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	89.9%	101.8%	108.4%
State of Oregon	Office Specialist 2	2 yrs.	\$2,823	\$3,395	\$4,073	10	44%	\$2,508	6.00%		\$5,501	\$6,107	\$6,826	\$3,448	\$53	110.4%	111.6%	110.6%
Total Match Count:		15																
Oregon Cascades West Council of Governments	Administrative Assistant - CSP	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,246	\$3,802	\$4,404		36%	\$2,235			\$5,666	\$6,252	\$6,888	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			96.0%	99.7%	102.3%		124.6%	113.7%			103.2%	104.9%	106.2%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			4.0%	0.3%	-2.3%			-13.7%			-3.2%	-4.9%	-6.2%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,322	\$3,872	\$4,391		32%	\$2,166			\$5,580	\$6,336	\$6,910	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			93.9%	97.9%	102.6%		138.1%	117.4%			104.8%	103.5%	105.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			6.1%	2.1%	-2.6%			-17.4%			-4.8%	-3.5%	-5.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
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Administrative Assistant - Stand By MeCommunity Services Program

Job Summary: Performs a variety of administrative support for financial coaching program Stand Be Me-Oregon, including but not limited to, triaging incoming calls, data compilation and grant reporting, and community coaching and volunteer outreach.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90.4%	95.1%	102.6%
Benton County	Administrative Specialist 1	N/A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89.4%	100.1%	106.4%
Central Oregon Intragovernmental Council	Administrative Assistant	4 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	93.9%	82.4%	77.3%
Community Services Consortium	Office Specialist 2	HS + 3 mo.	\$2,586	\$2,935	\$3,216	9	24%	\$2,784	0.00%		\$5,370	\$5,719	\$6,000	\$2,901	-\$33	120.6%	129.2%	140.1%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94.5%	104.4%	107.5%
Eugene, City of	Administrative Specialist	2 yrs.	\$3,879	\$4,238	\$4,833	6	\$0.25	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80.4%	89.4%	93.2%
Lane Council of Governments	Division Support Specialist	HS. Dip	\$3,459	\$3,969	\$4,714	10	N/A	\$1,913	6.00%		\$5,580	\$6,120	\$6,910	\$4,087	\$118	90.1%	95.5%	95.5%
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	88.9%	93.4%	96.1%
Lincoln County	No match																	
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	100.7%	105.7%	114.1%
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%		\$4,840	\$5,726	\$6,490	\$3,815	-\$57	102.7%	97.9%	98.1%
Mid-Willamette Valley Council of Governments	Administration Specialist I-II	1 yr.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89.0%	88.8%	91.0%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95.2%	95.2%	96.7%
Polk County	No match																	
Rogue Valley Council of Governments	Office Specialist 2	2 yrs.	\$2,505	\$3,008	\$3,604	13	44%	\$2,007	0.00%		\$4,512	\$5,015	\$5,611	\$3,055	\$47	124.4%	126.0%	125.0%
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	89.9%	101.8%	108.4%
State of Oregon	Administrative Specialist 1	2 yrs.	\$3,022	\$3,707	\$4,465	10	48%	\$2,508	6.00%		\$5,712	\$6,438	\$7,241	\$3,744	\$37	103.2%	102.2%	100.9%
Total Match Count:		15																
Oregon Cascades West Council of Governments	Administrative Assistant - Stand By Me	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,260	\$3,823	\$4,431		36%	\$2,235			\$5,680	\$6,274	\$6,916	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			95.7%	99.1%	101.7%		123.7%	113.7%			102.9%	104.6%	105.8%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			4.3%	0.9%	-1.7%			-13.7%			-2.9%	-4.6%	-5.8%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,322	\$3,872	\$4,465		34%	\$2,166			\$5,638	\$6,365	\$6,996	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			93.9%	97.9%	100.9%		129.2%	117.4%			103.7%	103.1%	104.6%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			6.1%	2.1%	-0.9%			-17.4%			-3.7%	-3.1%	-4.6%	Green - above 105% of the market median				

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AmeriCorps Eligibility SpecialistCommunity Services Program

Job Summary: Serves as an Eligibility Specialist for AmeriCorps Seniors. Routinely handles confidential information.

Minimum Qualifications: Graduation from high school or equivalent and two years responsible clerical experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Eligibility Specialist	1 yr.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%		\$5,857	\$6,447	\$6,985	\$3,637	-\$26	121.0%	123.2%	127.6%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Eligibility Specialist	4 yrs.	\$3,835	\$4,555	\$5,227	10	N/A	\$1,913	6.00%		\$5,978	\$6,741	\$7,454	\$4,531	-\$24	96.9%	99.1%	102.6%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Eligibility Specialist	4 yrs.	\$3,982	\$4,841	\$5,662	9	42%	\$2,166	6.00%		\$6,386	\$7,297	\$8,167	\$4,822	-\$19	93.3%	93.2%	94.7%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Human Services Specialist 3	2 yrs.	\$3,265	\$4,073	\$4,913	10	50%	\$2,508	6.00%		\$5,969	\$6,826	\$7,716	\$4,089	\$16	113.8%	110.8%	109.1%
Total Match Count:	4																	
Oregon Cascades West Council of Governments	AmeriCorps Eligibility Specialist	2 yrs.	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25			
Market Average - Surveyed Organizations			\$3,539	\$4,283	\$5,001		41%	\$2,343			\$6,048	\$6,828	\$7,580	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			105.0%	105.4%	107.2%		107.1%	108.5%			107.2%	107.3%	108.5%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			-5.0%	-5.4%	-7.2%			-8.5%			-7.2%	-7.3%	-8.5%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,550	\$4,314	\$5,070		43%	\$2,337			\$5,974	\$6,784	\$7,585	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			104.7%	104.6%	105.7%		103.3%	108.8%			108.5%	108.0%	108.4%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-4.7%	-4.6%	-5.7%			-8.8%			-8.5%	-8.0%	-8.4%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Customer Service Rep. Ride LineCommunity & Economic Development (CED)

Job Summary: Arranges for non-emergency medical transportation services for senior citizens, people with disabilities, Medicaid eligible clients and others. Handles incoming calls, checks client eligibility, posts ride requests for transportation services, selects the most appropriate transportation provider and schedules rides using specialized software.

Minimum Qualifications: Completion of high school, or equivalent, and two years of experience demonstrating knowledge, skills, and abilities for the position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	Customer Service Representative	3 yrs.	\$3,013	\$3,493	\$3,931	10	30%	\$1,462	6.00%		\$4,655	\$5,164	\$5,629	\$3,472	-\$21	97%	102%	107%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	Support Services Specialist	1 yr.	\$3,364	\$3,999	\$4,638	11	38%	\$2,185	0.00%		\$5,550	\$6,184	\$6,824	\$4,001	\$3	87%	89%	91%
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Public Service Representative 2	1 yr.	\$2,823	\$3,265	\$3,707	8	31%	\$2,508	6.00%		\$5,501	\$5,969	\$6,438	\$3,265	\$0	104%	109%	114%
Total Match Count:	3																	
Oregon Cascades West Council of Governments	Customer Service Rep. Ride Line	1 yr.	\$2,923	\$3,551	\$4,215	12	44%	\$2,542	6.00%	0%	\$5,640	\$6,306	\$7,010	\$3,569	\$18			
Market Average - Surveyed Organizations			\$3,067	\$3,585	\$4,092		33%	\$2,052			\$5,235	\$5,773	\$6,297	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			95.3%	99.0%	103.0%		132.2%	123.9%			107.7%	109.2%	111.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			4.7%	1.0%	-3.0%			-23.9%			-7.7%	-9.2%	-11.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,013	\$3,493	\$3,931		30%	\$2,185			\$5,501	\$5,969	\$6,438	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			97.0%	101.7%	107.2%		144.9%	116.3%			102.5%	105.6%	108.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			3.0%	-1.7%	-7.2%			-16.3%			-2.5%	-5.6%	-8.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
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Brokerage SchedulerCommunity & Economic Development (CED)

Job Summary: Schedules non-emergency ride requests with Transportation Providers under contract to Cascades West Ride Line. This service arranges for non-emergency transportation services for senior citizens, people with disabilities, Medicaid eligible clients and others. Coordinates and arranges requests into daily schedules and works with Providers to assign vehicles and drivers. Provides assistance and back up to the Customer Service Representatives (CSR.)

Minimum Qualifications: Graduation from high school or equivalent, plus two years professional office experience or training.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Transit Dispatcher	3 yrs.	\$3,449	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,135	\$6,706	\$7,138	\$3,920	-\$65	90%	95%	103%
Benton County	No match																	
Central Oregon Intragovernmental Council	Customer Service Representative II	3 yrs.	\$3,128	\$3,628	\$4,083	10	31%	\$1,462	6.00%		\$4,778	\$5,308	\$5,791	\$3,606	-\$22	100%	104%	110%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	2																	
Oregon Cascades West Council of Governments	Brokerage Scheduler	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,289	\$3,806	\$4,237		29%	\$1,962			\$5,457	\$6,007	\$6,464	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			94.8%	99.6%	106.3%		154.2%	129.6%			107.2%	109.2%	113.2%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			5.2%	0.4%	-6.3%			-29.6%			-7.2%	-9.2%	-13.2%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,289	\$3,806	\$4,237		29%	\$1,962			\$5,457	\$6,007	\$6,464	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			94.8%	99.6%	106.3%		154.2%	129.6%			107.2%	109.2%	113.2%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			5.2%	0.4%	-6.3%			-29.6%			-7.2%	-9.2%	-13.2%	Green - above 105% of the market median				

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Provider Relations Coordinator - Ride LineCommunity & Economic Development (CED)

Job Summary: Serves as liaison between the Brokerage Ride Line team and its transportation providers. Acts as lead staff for provider communications and is in charge of coordinating provider contract updates and ensuring providers are under compliance by conducting provider audits, vehicle inspections, and processing driver background checks. Processes weekly provider billings and checks for accuracy. Reviews and responds to customer service incidents reports related to providers. Provides data to supervisors as requested for state reporting’s and audits.

Minimum Qualifications: Completion of high school or equivalent, and two years professional office experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Services Coordinator (Admin. Spec. 1)	2 yrs.	\$3,022	\$3,707	\$4,465	10	48%	\$2,508	6.00%	0.00%	\$5,712	\$6,438	\$7,241	\$3,744	\$37	101%	101%	99%
Total Match Count:	1																	
Oregon Cascades West Council of Governments	Provider Relations Coordinator - Ride Line	2 yrs.	\$3,067	\$3,729	\$4,428	12	44%	\$2,542	6.00%	0%	\$5,793	\$6,495	\$7,236	\$3,748	\$19			
Market Average - Surveyed Organizations			\$3,022	\$3,707	\$4,465		48%	\$2,508			\$5,712	\$6,438	\$7,241	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			101.5%	100.6%	99.2%		92.9%	101.3%			101.4%	100.9%	99.9%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			-1.5%	-0.6%	0.8%			-1.3%			-1.4%	-0.9%	0.1%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,022	\$3,707	\$4,465		48%	\$2,508			\$5,712	\$6,438	\$7,241	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			101.5%	100.6%	99.2%		92.9%	101.3%			101.4%	100.9%	99.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-1.5%	-0.6%	0.8%			-1.3%			-1.4%	-0.9%	0.1%	Green - above 105% of the market median				

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Administrative Assistant - Ride LineCommunity & Economic Development (CED)

Job Summary: Provides a variety of clerical and administrative duties in support of Cascades West Ride Line.

Minimum Qualifications: Completion of high school or equivalent, and one year of clerical experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90%	95%	103%
Benton County	Administrative Specialist 1	N/A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89%	100%	106%
Central Oregon Intragovernmental Council	Administrative Assistant - CED	4 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	94%	82%	77%
Community Services Consortium	Office Specialist 2	HS + 3 mo.	\$2,586	\$2,935	\$3,216	9	24%	\$2,784	0.00%		\$5,370	\$5,719	\$6,000	\$2,901	-\$33	121%	129%	140%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94%	104%	108%
Eugene, City of	Administrative Specialist - AFSCME	2 yrs.	\$3,879	\$4,238	\$4,833	6	25%	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80%	89%	93%
Lane Council of Governments	Division Support Specialist	HS. Dip	\$3,459	\$3,969	\$4,714	10	36%	\$1,913	6.00%		\$5,580	\$6,120	\$6,910	\$4,087	\$118	90%	95%	96%
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	89%	93%	96%
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	76%	79%	79%
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	101%	106%	114%
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%		\$4,840	\$5,726	\$6,490	\$3,815	-\$57	103%	98%	98%
Mid-Willamette Valley Council of Governments	Administration Specialist I-II	1 yr.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89%	89%	91%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95%	95%	97%
Polk County	No match																	
Rogue Valley Council of Governments	Office Specialist 2	2 yrs.	\$2,505	\$3,008	\$3,604	13	44%	\$2,007	0.00%		\$4,512	\$5,015	\$5,611	\$3,055	\$47	124%	126%	125%
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	90%	102%	108%
State of Oregon	Office Specialist 2	2 yrs.	\$2,823	\$3,395	\$4,073	10	44%	\$2,508	6.00%		\$5,501	\$6,107	\$6,826	\$3,448	\$53	110%	112%	111%
Total Match Count:		16																
Oregon Cascades West Council of Governments	Administrative Assistant - Ride Line	1 yr.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,302	\$3,863	\$4,485		36%	\$2,232			\$5,706	\$6,297	\$6,950	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			94.4%	98.1%	100.4%		124.1%	113.9%			102.5%	104.2%	105.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			5.6%	1.9%	-0.4%			-13.9%			-2.5%	-4.2%	-5.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,386	\$3,921	\$4,492		33%	\$2,175			\$5,609	\$6,350	\$6,953	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			92.1%	96.7%	100.3%		136.0%	116.9%			104.2%	103.3%	105.2%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			7.9%	3.3%	-0.3%			-16.9%			-4.2%	-3.3%	-5.2%	Green - above 105% of the market median				

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Customer Service Coordinator - Ride LineCommunity & Economic Development (CED)

Job Summary: Serves as primary contact to the Transportation Brokerage Specialists for inquiries, assistance, and training. Will track and monitor call recordings as well as onboard new hires of Ride Line and provide continuing training for Ride Line.

Minimum Qualifications: Graduation from high school or equivalent, plus two years professional office experience or training.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	Transit Quality Assurance Lead	3 yrs.	\$3,966	\$5,490	\$6,955	20	75%	\$1,462	6.00%	0.00%	\$5,666	\$7,282	\$8,834	\$5,461	-\$30	94%	82%	77%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	1																	
Oregon Cascades West Council of Governments	Customer Service Coordinator - Ride Line	1	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25			
Market Average - Surveyed Organizations			\$3,966	\$5,490	\$6,955		75%	\$1,462			\$5,666	\$7,282	\$8,834	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average	(MMP Coordinator Classification Proposed)		93.7%	82.2%	77.1%		58.7%	173.9%			114.4%	100.6%	93.1%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			6.3%	17.8%	22.9%			-73.9%			-14.4%	-0.6%	6.9%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,966	\$5,490	\$6,955		75%	\$1,462			\$5,666	\$7,282	\$8,834	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			93.7%	82.2%	77.1%		58.7%	173.9%			114.4%	100.6%	93.1%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			6.3%	17.8%	22.9%			-73.9%			-14.4%	-0.6%	6.9%	Green - above 105% of the market median				

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Administrative AssistantCommunity & Economic Development (CED)

Job Summary: Provides reception, clerical and computer software support for Community and Economic Development Department. Performs a variety of administrative and clerical duties in support of Community and Economic Development section, e.g., prepares reports, completes forms, maintains mailing lists and various databases, and provides data entry and processing. Works on special projects.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90%	95%	103%
Benton County	Administrative Specialist 1	N?A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89%	100%	106%
Central Oregon Intragovernmental Council	Administrative Assistant - CED	4 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	94%	82%	77%
Community Services Consortium	Office Specialist 2	HS + 3 mo.	\$2,586	\$2,935	\$3,216	9	24%	\$2,784	0.00%		\$5,370	\$5,719	\$6,000	\$2,901	-\$33	121%	129%	140%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94%	104%	108%
Eugene, City of	Administrative Specialist - AFSCME	2 yrs.	\$3,879	\$4,238	\$4,833	6	25%	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80%	89%	93%
Lane Council of Governments	Division Support Specialist	HS. Dip	\$3,459	\$3,969	\$4,714	10	36%	\$1,913	6.00%		\$5,580	\$6,120	\$6,910	\$4,087	\$118	90%	95%	96%
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	89%	93%	96%
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	76%	79%	79%
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	101%	106%	114%
Marion County	Office Specialist 2	1 yr.	\$3,037	\$3,872	\$4,593	10	51%	\$1,621	6.00%		\$4,840	\$5,726	\$6,490	\$3,815	-\$57	103%	98%	98%
Mid-Willamette Valley Council of Governments	Administration Specialist I-II	1 yr.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89%	89%	91%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95%	95%	97%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	90%	102%	108%
State of Oregon	Office Specialist 2	2 yrs.	\$2,823	\$3,395	\$4,073	10	44%	\$2,508	6.00%		\$5,501	\$6,107	\$6,826	\$3,448	\$53	110%	112%	111%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Administrative Assistant	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,355	\$3,920	\$4,543		35%	\$2,247			\$5,786	\$6,382	\$7,039	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.9%	96.7%	99.1%		125.5%	113.1%			101.1%	102.8%	103.9%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			7.1%	3.3%	0.9%			-13.1%			-1.1%	-2.8%	-3.9%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,450	\$3,969	\$4,593		33%	\$2,185			\$5,638	\$6,365	\$6,996	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			90.4%	95.5%	98.1%		134.1%	116.3%			103.7%	103.1%	104.6%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			9.6%	4.5%	1.9%			-16.3%			-3.7%	-3.1%	-4.6%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Executive AssistantCommunity & Economic Development (CED)

Job Summary: Provides executive support to the Community Development Director, program managers, and the MPO Director as well as various Boards and staff. Performs program project invoicing and reports, reception, software support, database maintenance, and clerical duties in support of the CED program.

Minimum Qualifications: Completion of at least two years of college and five years of progressively responsible experience in secretarial and general administrative activities supplemented by secretarial or business training.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Administrative Assistant I	3 yrs.	\$4,065	\$4,696	\$5,176	6	27%	\$2,462	6.00%	0.50%	\$6,791	\$7,463	\$7,974	\$4,621	-\$75	85%	90%	97%
Benton County	Administrative Specialist 3	N/A	\$3,990	\$4,528	\$5,236	8	31%	\$3,120	6.00%	1.50%	\$7,409	\$7,987	\$8,748	\$4,613	\$85	87%	93%	95%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Program Assistant	3 yrs.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%		\$5,857	\$6,447	\$6,985	\$3,637	-\$26	113%	115%	119%
Corvallis, City of	Staff Assistant AFSCME	3 yrs.	\$4,329	\$4,998	\$5,502	6	27%	\$1,821	6.00%	1.00%	\$6,453	\$7,169	\$7,708	\$4,915	-\$83	80%	84%	91%
Eugene, City of	Administrative Specialist, Sr. - AFSCME	3 yrs.	\$4,238	\$4,621	\$5,280	6	25%	\$2,549	6.00%	2.00%	\$7,126	\$7,540	\$8,251	\$4,759	\$138	82%	91%	95%
Lane Council of Governments	Administrative Support Coordinator	3 yrs.	\$3,579	\$4,252	\$4,879	10	36%	\$1,913	6.00%		\$5,707	\$6,420	\$7,085	\$4,229	-\$23	97%	99%	102%
Lane County	Administrative Assistant	3 yrs.	\$3,908	\$4,590	\$5,306	9	36%	\$1,722	6.00%	1.00%	\$5,903	\$6,633	\$7,399	\$4,607	\$17	89%	92%	94%
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	84%	88%	88%
Linn County	Office Specialist 3	3 yrs.	\$3,415	\$3,763	\$4,360	6	28%	\$2,811	6.00%		\$6,431	\$6,799	\$7,432	\$3,888	\$125	101%	112%	115%
Marion County	Office Specialist 4	3 yrs.	\$3,773	\$4,812	\$5,708	10	51%	\$1,621	6.00%		\$5,621	\$6,721	\$7,671	\$4,741	-\$71	92%	87%	88%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Administrative Assistant 2 - Area Program Manager	6 yrs.	\$3,440	\$4,181	\$4,891	9	42%	\$2,166	6.00%		\$5,812	\$6,597	\$7,350	\$4,166	-\$16	101%	101%	102%
Polk County	Administrative Specialist III - Health Services	4 yrs.	\$3,837	\$4,316	\$4,857	7	27%	\$1,939	6.00%		\$6,007	\$6,514	\$7,088	\$4,347	\$31	90%	97%	103%
Rogue Valley Council of Governments	Administrative Specialist	3 yrs.	\$3,019	\$3,624	\$4,343	13	44%	\$2,007	0.00%		\$5,026	\$5,631	\$6,350	\$3,681	\$57	115%	116%	115%
Salem, City of	Staff Assistant, I	5 yrs.	\$3,857	\$4,328	\$4,675	11	21%	\$2,420	6.00%		\$6,508	\$7,008	\$7,376	\$4,266	-\$62	90%	97%	107%
State of Oregon	Administrative Specialist 2	3 yrs.	\$3,398	\$4,259	\$5,148	10	52%	\$2,508	6.00%		\$6,110	\$7,023	\$7,965	\$4,273	\$14	102%	99%	97%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Executive Assistant	7 yrs.	\$3,461	\$4,208	\$4,996	12	44%	\$2,542	6.00%	0%	\$6,211	\$7,003	\$7,838	\$4,229	\$21			
Market Average - Surveyed Organizations			\$3,737	\$4,361	\$5,016		34%	\$2,269			\$6,205	\$6,862	\$7,550	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.6%	96.5%	99.6%		129.5%	112.1%			100.1%	102.1%	103.8%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			7.4%	3.5%	0.4%			-12.1%			-0.1%	-2.1%	-3.8%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,837	\$4,328	\$5,148		34%	\$2,185			\$6,110	\$6,799	\$7,432	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			90.2%	97.2%	97.0%		129.8%	116.3%			101.6%	103.0%	105.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			9.8%	2.8%	3.0%			-16.3%			-1.6%	-3.0%	-5.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Transportation Options PlannerCommunity & Economic Development (CED)

Job summary: Facilitates the majority of work for the Cascades West Transportation Options (CWTO) programming for Linn, Benton, and Lincoln Counties. CWTO programming includes employer transportation options outreach and support, rideshare program administration, bikeshare/micro mobility programming, and transportation planning work.

Minimum Qualifications: Graduation from a two-year college or university with emphasis in transportation planning, public administration, or a related field. Bachelor’s degree preferred. Minimum one year transportation planning experience preferred.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	Transportation Outreach Specialist	5 yrs.	\$3,630	\$5,025	\$6,365	20	75%	\$1,462	6.00%		\$5,310	\$6,789	\$8,209	\$4,997	-\$28	110%	97%	91%
Community Services Consortium	No match																	
Corvallis, City of	Active Transportation Program Specialist	4 yrs.	\$5,023	\$5,801	\$6,387	6	27%	\$1,821	6.00%	1.00%	\$7,196	\$8,028	\$8,655	\$5,705	-\$96	80%	84%	91%
Eugene, City of	Transportation Options Program Coordinator	4 yrs.	\$4,833	\$5,517	\$6,025	6	25%	\$2,549	6.00%	2.00%	\$7,768	\$8,508	\$9,056	\$5,429	-\$88	83%	88%	96%
Lane Council of Governments	Transportation Options Specialist	5 yrs.	\$4,263	\$5,063	\$5,810	10	36%	\$1,913	6.00%		\$6,432	\$7,280	\$8,072	\$5,037	-\$27	94%	96%	100%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Planner 1	3 yrs.	\$3,907	\$4,750	\$6,058	10	55%	\$2,508	6.00%		\$6,650	\$7,543	\$8,930	\$4,983	\$233	103%	103%	96%
Total Match Count:	5																	
Oregon Cascades West Council of Governments	Transportation Options Planner	3 yrs.	\$4,010	\$4,875	\$5,789	12	44%	\$2,542	6.00%	0%	\$6,793	\$7,710	\$8,678	\$4,900	\$25			
Market Average - Surveyed Organizations			\$4,331	\$5,231	\$6,129		42%	\$2,051			\$6,671	\$7,630	\$8,584	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			92.6%	93.2%	94.5%		106.9%	124.0%			101.8%	101.0%	101.1%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			7.4%	6.8%	5.5%			-24.0%			-1.8%	-1.0%	-1.1%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,263	\$5,063	\$6,058		42%	\$1,913			\$6,650	\$7,543	\$8,655	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			94.1%	96.3%	95.6%		105.4%	132.9%			102.1%	102.2%	100.3%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			5.9%	3.7%	4.4%			-32.9%			-2.1%	-2.2%	-0.3%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

MPO PlannerCommunity & Economic Development (CED)

Job Summary: Performs professional transportation planning tasks for the designated Area Metropolitan Planning Organization (MPO) Region. Work includes developing and updating required plans and policies, grant writing and management, meeting preparation and facilitation, internal and external communication, and program administration and budgeting.

Minimum Qualifications: Bachelor's degree in urban planning, public policy, public transportation, transportation planning, active transportation, or a related field; Master’s degree in a related field is preferred.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Transportation Systems Analyst	6 yrs.	\$6,094	\$7,048	\$7,774	6	28%	\$2,462	6.00%	0.50%	\$8,952	\$9,968	\$10,741	\$6,934	-\$114	81%	85%	91%
Benton County	No match																	
Central Oregon Intragovernmental Council	Transit Planning Specialist	5 yrs.	\$3,630	\$5,025	\$6,365	20	75%	\$1,462	6.00%		\$5,310	\$6,789	\$8,209	\$4,997	-\$28	135%	119%	111%
Community Services Consortium	No match																	
Corvallis, City of	Transportation Lead Worker	7 yrs.	\$5,420	\$6,260	\$6,893	6	27%	\$1,821	6.00%	1.00%	\$7,620	\$8,519	\$9,197	\$6,156	-\$104	91%	95%	103%
Eugene, City of	Associate Transportation Planner	5 yrs.	\$5,642	\$6,471	\$7,301	6	29%	\$2,549	6.00%	2.00%	\$8,643	\$9,538	\$10,434	\$6,471	\$0	87%	92%	97%
Lane Council of Governments	Associate Transportation Planner	7 yrs.	\$4,726	\$5,614	\$6,442	10	36%	\$1,913	6.00%		\$6,923	\$7,864	\$8,742	\$5,584	-\$30	104%	106%	110%
Lane County	Transportation Planning Technical Specialist	5 yrs.	\$4,193	\$4,789	\$5,463	9	30%	\$1,722	6.00%	1.00%	\$6,208	\$6,846	\$7,568	\$4,828	\$39	117%	125%	130%
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	Associate Planner - Transportation	6 yrs.	\$5,661	\$6,897	\$7,999	15	41%	\$2,162	4.00%		\$8,050	\$9,335	\$10,481	\$6,830	-\$67	87%	87%	89%
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	Associate Transportation Planner	7 yrs.	\$4,189	\$5,184	\$6,026	13	44%	\$2,007	0.00%		\$6,196	\$7,191	\$8,033	\$5,107	-\$77	117%	115%	118%
Salem, City of	No match																	
State of Oregon	Associate Transportation Planner - DOT	6 yrs.	\$4,750	\$6,060	\$7,366	10	55%	\$2,508	6.00%		\$7,543	\$8,932	\$10,316	\$6,058	-\$2	103%	98%	96%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	MPO Planner	4 yrs.	\$4,911	\$5,968	\$7,086	12	44%	\$2,542	6.00%	0%	\$7,748	\$8,868	\$10,053	\$5,999	\$31			
Market Average - Surveyed Organizations			\$4,923	\$5,928	\$6,848		39%	\$2,067			\$7,272	\$8,331	\$9,302	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			99.8%	100.7%	103.5%		113.3%	123.0%			106.5%	106.4%	108.1%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			0.2%	-0.7%	-3.5%			-23.0%			-6.5%	-6.4%	-8.1%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,750	\$6,060	\$6,893		45%	\$2,007			\$7,543	\$8,519	\$9,197	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			103.4%	98.5%	102.8%		98.2%	126.7%			102.7%	104.1%	109.3%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-3.4%	1.5%	-2.8%			-26.7%			-2.7%	-4.1%	-9.3%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Economic Resilience CoordinatorCommunity & Economic Development (CED)

Job Summary: Works with local city and county governments, local economic development offices, workforce partners, and state partners including Regional Solutions, OEDA, and League of OR Cities to help implement resiliency projects. Builds and strengthens regional collaborations among government agencies, nonprofit organizations, and businesses; Assists in planning for and funding key economic infrastructure such as broadband expansion. Aids in implementing the CEDS for the region. Develops and manages grant programs including EDA, Business Oregon, and Ford Family Foundation grants.

Minimum Qualifications: Graduation from a four-year college or university in planning, public or business administration, economics or field related to job duties experience; master’s degree preferred; AND A minimum of two years related experience in the field.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Economic Development Coordinator	4 yrs.	\$3,981	\$4,606	\$5,081	6	28%	\$2,462	6.00%	0.50%	\$6,702	\$7,367	\$7,873	\$4,531	-\$75	123%	130%	139%
Benton County	No match																	
Central Oregon Intragovernmental Council	Resilience Planner	8 yrs.	\$4,342	\$6,009	\$7,613	20	75%	\$1,462	6.00%	0.00%	\$6,065	\$7,832	\$9,532	\$5,978	-\$32	113%	99%	93%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	Associate Project Manager - Community Dev.	3-5 yrs.	\$5,661	\$6,897	\$7,999	15	41%	\$2,162	4.00%	0.00%	\$8,050	\$9,335	\$10,481	\$6,830	-\$67	87%	87%	89%
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Planner II	5 yrs.	\$4,750	\$6,060	\$7,366	10	55%	\$2,508	6.00%	0.00%	\$7,543	\$8,932	\$10,316	\$6,058	-\$2	103%	98%	96%
Total Match Count:	4																	
Oregon Cascades West Council of Governments	Economic Resilience Coordinator	6 yrs.	\$4,911	\$5,968	\$7,086	12	44%	\$2,542	6.00%	0%	\$7,748	\$8,868	\$10,053	\$5,999	\$31			
Market Average - Surveyed Organizations			\$4,684	\$5,893	\$7,015		50%	\$2,149			\$7,090	\$8,366	\$9,551	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			104.9%	101.3%	101.0%		89.0%	118.3%			109.3%	106.0%	105.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			-4.9%	-1.3%	-1.0%			-18.3%			-9.3%	-6.0%	-5.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,546	\$6,035	\$7,490		65%	\$2,312			\$7,123	\$8,382	\$9,924	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			108.0%	98.9%	94.6%		68.4%	109.9%			108.8%	105.8%	101.3%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-8.0%	1.1%	5.4%			-9.9%			-8.8%	-5.8%	-1.3%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

GIS Analyst/PlannerCommunity & Economic Development (CED)

Job Summary: The GIS Analyst/Planner performs professional GIS duties to support transportation plans and projects within the Community and Economic Development Department. This includes but is not limited to demographic data collection and analysis, transportation asset mapping, assistance with grant applications, survey research, and land use mapping.

Minimum Qualifications: Graduation from a four-year college or university with a Bachelor’s degree in planning, public or business administration, economics, computer science, geography, GIS or field related to job duties and a minimum of two years related experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	GIS Analyst	6 yrs.	\$5,654	\$6,543	\$7,212	6	28%	\$2,462	6.00%	0.50%	\$8,484	\$9,431	\$10,143	\$6,433	-\$110	87%	91%	98%
Benton County	GIS Specialist	N/A	\$5,820	\$7,275	\$8,730	8	50%	\$3,120	6.00%	1.50%	\$9,376	\$10,940	\$12,504	\$7,275	\$0	84%	82%	81%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	GIS Analyst	6 yrs.	\$5,420	\$6,260	\$6,893	6	27%	\$1,821	6.00%	1.00%	\$7,620	\$8,519	\$9,197	\$6,156	-\$104	91%	95%	103%
Eugene, City of	GIS Analyst/Planner	N/A	\$5,642	\$6,471	\$7,301	6	29%	\$2,549	6.00%	2.00%	\$8,643	\$9,538	\$10,434	\$6,471	\$0	87%	92%	97%
Lane Council of Governments	GIS Associate	7 yrs.	\$4,726	\$5,614	\$6,442	10	36%	\$1,913	6.00%		\$6,923	\$7,864	\$8,742	\$5,584	-\$30	104%	106%	110%
Lane County	No match																	
Lincoln County	No match																	
Linn County	GIS Analyst	6 yrs.	\$4,435	\$5,085	\$5,576	6	26%	\$2,811	6.00%		\$7,512	\$8,201	\$8,721	\$5,006	-\$80	111%	117%	127%
Marion County	GIS Analyst 1	6 yrs.	\$5,035	\$6,422	\$7,618	10	51%	\$1,621	6.00%		\$6,958	\$8,428	\$9,696	\$6,327	-\$95	98%	93%	93%
Mid-Willamette Valley Council of Governments	Associate GIS Analyst	6 yr.	\$5,661	\$6,897	\$7,999	15	41%	\$2,162	4.00%		\$8,050	\$9,335	\$10,481	\$6,830	-\$67	87%	87%	89%
NorthWest Senior & Disability Services	No match																	
Polk County	GIS Cartographer	6 yrs.	\$4,714	\$5,305	\$5,968	7	27%	\$1,939	6.00%		\$6,936	\$7,563	\$8,265	\$5,341	\$36	104%	112%	119%
Rogue Valley Council of Governments	No match																	
Salem, City of	GIS Analyst I	6 yrs.	\$5,691	\$6,448	\$7,011	6	23%	\$2,420	6.00%		\$8,452	\$9,255	\$9,852	\$6,351	-\$97	86%	93%	101%
State of Oregon	No match																	
Total Match Count:	10																	
Oregon Cascades West Council of Governments	GIS Analyst/Planner	6 yrs.	\$4,911	\$5,968	\$7,086	12	44%	\$2,542	6.00%	0%	\$7,748	\$8,868	\$10,053	\$5,999	\$31			
Market Average - Surveyed Organizations			\$5,280	\$6,232	\$7,075		34%	\$2,282			\$7,895	\$8,907	\$9,804	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			93.0%	95.8%	100.2%		130.2%	111.4%			98.1%	99.6%	102.5%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			7.0%	4.2%	-0.2%			-11.4%			1.9%	0.4%	-2.5%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$5,531	\$6,435	\$7,112		29%	\$2,291			\$7,835	\$8,887	\$9,774	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			88.8%	92.7%	99.6%		154.9%	110.9%			98.9%	99.8%	102.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			11.2%	7.3%	0.4%			-10.9%			1.1%	0.2%	-2.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Sr. Loan OfficerCommunity & Economic Development (CED)

Job Summary: Performs professional economic development activities within the areas of business finance, economic development promotion, and program coordination. Provides oversight and management of the Small Business Finance Lending Program. Works with Chambers, community groups, banking institutions, and media to educate and promote the business lending programs.

Minimum Qualifications: Graduation from a four- year college or university in business administration, finance, economics, or field related to job duties plus three (3) years of experience in commercial lending.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	Loan Officer	6 yrs.	\$4,736	\$6,556	\$8,305	20	75%	\$1,462	6.00%		\$6,482	\$8,411	\$10,265	\$6,521	-\$36	127%	107%	99%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	Business Loan Analyst	N/A	\$5,134	\$5,886	\$6,637	6	29%	\$2,549	6.00%	2.00%	\$8,094	\$8,906	\$9,717	\$5,886	\$0	117%	120%	124%
Lane Council of Governments	Sr. Loan Officer	9 yrs.	\$5,371	\$6,380	\$7,321	10	36%	\$1,913	6.00%		\$7,606	\$8,676	\$9,673	\$6,346	-\$34	112%	110%	112%
Lane County	No match																	
Lincoln County	No match																	
Linn County	No match																	
Marion County	Economic Development Coordinator	6 yrs.	\$5,619	\$7,167	\$8,497	10	51%	\$1,621	6.00%		\$7,578	\$9,218	\$10,628	\$7,058	-\$109	107%	98%	97%
Mid-Willamette Valley Council of Governments	Loan Officer	N/A	\$5,661	\$6,897	\$7,999	15	41%	\$2,162	4.00%		\$8,050	\$9,335	\$10,481	\$6,830	-\$67	106%	102%	103%
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	Finance Officer (Loan Specialist 3)	7 yrs.	\$5,394	\$6,846	\$8,288	10	54%	\$2,508	6.00%		\$8,226	\$9,765	\$11,294	\$6,841	-\$5	112%	103%	99%
Total Match Count:	6																	
Oregon Cascades West Council of Governments	Sr. Loan Officer	7 yrs.	\$6,027	\$7,044	\$8,206	12	36%	\$2,542	6.00%	0%	\$8,931	\$10,009	\$11,240	\$7,117	\$73			
Market Average - Surveyed Organizations			\$5,319	\$6,622	\$7,841		47%	\$2,036			\$7,673	\$9,052	\$10,343	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			113.3%	106.4%	104.7%		76.3%	124.9%			116.4%	110.6%	108.7%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			-13.3%	-6.4%	-4.7%			-24.9%			-16.4%	-10.6%	-8.7%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$5,383	\$6,701	\$8,144		51%	\$2,038			\$7,828	\$9,062	\$10,373	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			112.0%	105.1%	100.8%		70.5%	124.8%			114.1%	110.4%	108.4%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-12.0%	-5.1%	-0.8%			-24.8%			-14.1%	-10.4%	-8.4%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Community Outreach CoordinatorCommunity & Economic Development (CED)

Job Summary: Serves as liaison between the Spanish speaking community, stakeholders, and agencies serving the community. Is in charge of maintaining an annual work program and outreach events calendar. Attends community events to promote and educate about the program services. Reports on outreach, lessons learned, and provides recommendations for future efforts.

Minimum Qualifications: Graduation from high school or equivalent, plus two years professional office experience or training.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	Resources and Community Health Navigator	2 yrs.	\$3,337	\$3,786	\$4,379	8	31%	\$3,120	6.00%	1.50%	\$6,707	\$7,190	\$7,827	\$3,858	\$72	111%	119%	122%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Advocacy and Engagement Coordinator		\$3,073	\$3,663	\$4,201	9	37%	\$2,784	0.00%		\$5,857	\$6,447	\$6,985	\$3,637	-\$26	121%	123%	128%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Community Outreach & Volunteer Coordinator	7 yrs.	\$4,542	\$5,395	\$6,191	10	36%	\$1,913	6.00%		\$6,728	\$7,632	\$8,476	\$5,367	-\$29	82%	84%	87%
Lane County	No match																	
Lincoln County	Outreach and Enrollment Assistance Worker	2 yrs.	\$3,633	\$4,319	\$5,006	11	38%	\$2,185	0.00%		\$5,818	\$6,505	\$7,191	\$4,319	\$0	102%	105%	107%
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Community Outreach and Volunteer Coordinat	6 yrs.	\$4,610	\$5,604	\$6,554	9	42%	\$2,166	6.00%		\$7,052	\$8,106	\$9,113	\$5,582	-\$22	81%	81%	82%
Polk County	Outreach Specialist	4 yrs.	\$3,136	\$3,528	\$3,968	7	27%	\$1,939	6.00%		\$5,263	\$5,679	\$6,145	\$3,552	\$24	119%	128%	135%
Rogue Valley Council of Governments	Program and Advocacy Coordinator		\$3,743	\$4,494	\$5,385	13	44%	\$2,007	0.00%		\$5,750	\$6,501	\$7,392	\$4,564	\$70	99%	100%	100%
Salem, City of	Community Services Liaison, I	6 yrs.	\$3,995	\$4,507	\$4,867	6	22%	\$2,420	6.00%		\$6,655	\$7,197	\$7,579	\$4,431	-\$75	93%	100%	110%
State of Oregon	Community Partnership Coordinator	3 yrs.	\$3,855	\$4,913	\$5,936	10	54%	\$2,508	6.00%		\$6,595	\$7,716	\$8,801	\$4,896	-\$18	96%	92%	90%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Community Outreach Coordinator	6 yrs.	\$3,717	\$4,514	\$5,361	12	44%	\$2,542	6.00%	0%	\$6,482	\$7,327	\$8,225	\$4,539	\$25			
Market Average - Surveyed Organizations			\$3,769	\$4,468	\$5,165		37%	\$2,338			\$6,270	\$6,997	\$7,723	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average	(MMP Coordinator Classification Proposed)		98.6%	101.0%	103.8%		119.4%	108.7%			103.4%	104.7%	106.5%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			1.4%	-1.0%	-3.8%			-8.7%			-3.4%	-4.7%	-6.5%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,743	\$4,494	\$5,006		34%	\$2,185			\$6,595	\$7,190	\$7,579	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			99.3%	100.4%	107.1%		131.1%	116.3%			98.3%	101.9%	108.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			0.7%	-0.4%	-7.1%			-16.3%			1.7%	-1.9%	-8.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Administrative Assistant - FinanceGeneral Administration / Information Technology

Job Summary: Performs a variety of Finance administrative and clerical duties in support of the Finance Department, e.g., download and format reports, processes daily incoming and outgoing mail, completes forms, maintains agency archive processes, data entry and processing. Provides budget support to the Finance Director and Executive Director. Provides administrative support for a variety of special projects.

Minimum Qualifications: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Clerk III	3 yrs.	\$3,450	\$3,985	\$4,391	6	27%	\$2,462	6.00%	0.50%	\$6,136	\$6,706	\$7,139	\$3,920	-\$65	90.4%	95.1%	102.6%
Benton County	Administrative Specialist 1	N/A	\$3,486	\$3,786	\$4,235	8	21%	\$3,120	6.00%	1.50%	\$6,867	\$7,190	\$7,672	\$3,861	\$75	89.4%	100.1%	106.4%
Central Oregon Intragovernmental Council	Fiscal Services Assistant	HS. Dip	\$3,040	\$4,209	\$5,330	20	75%	\$1,462	6.00%		\$4,685	\$5,924	\$7,112	\$4,185	-\$24	102.6%	90.0%	84.5%
Community Services Consortium	Accounting Clerk	HS + 3 mo.	\$2,817	\$3,352	\$3,838	9	36%	\$2,784	0.00%		\$5,601	\$6,136	\$6,623	\$3,328	-\$25	110.7%	113.1%	117.3%
Corvallis, City of	Administrative Specialist	2 yrs.	\$3,300	\$3,630	\$4,188	6	27%	\$1,821	6.00%	1.00%	\$5,352	\$5,705	\$6,303	\$3,744	\$115	94.5%	104.4%	107.5%
Eugene, City of	Administrative Specialist - AFSCME	2 yrs.	\$3,879	\$4,238	\$4,833	6	25%	\$2,549	6.00%	2.00%	\$6,739	\$7,126	\$7,768	\$4,356	\$118	80.4%	89.4%	93.2%
Lane Council of Governments	No match																	
Lane County	Office Assistant, Sr	3 yrs.	\$3,508	\$4,056	\$4,687	9	34%	\$1,722	6.00%	1.00%	\$5,476	\$6,062	\$6,737	\$4,098	\$42	88.9%	93.4%	96.1%
Lincoln County	Administrative Assistant	1 yr.	\$4,129	\$4,786	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$6,971	\$7,872	\$4,908	\$122	75.5%	79.2%	79.2%
Linn County	Office Specialist 2	2 yrs.	\$3,095	\$3,587	\$3,948	6	28%	\$2,811	6.00%		\$6,091	\$6,613	\$6,996	\$3,522	-\$66	100.7%	105.7%	114.1%
Marion County	Office Specialist 2	1 yr.	\$3,952	\$4,801	\$5,985	10	51%	\$1,621	6.00%		\$5,810	\$6,710	\$7,965	\$4,969	\$167	78.9%	78.9%	75.3%
Mid-Willamette Valley Council of Governments	Accounting Clerk	3 yrs.	\$3,502	\$4,267	\$4,947	15	41%	\$2,162	4.00%		\$5,804	\$6,600	\$7,307	\$4,225	-\$43	89.0%	88.8%	91.0%
NorthWest Senior & Disability Services	Administrative Assistant 1	4 yrs.	\$3,276	\$3,982	\$4,658	9	42%	\$2,166	6.00%		\$5,638	\$6,386	\$7,103	\$3,967	-\$15	95.2%	95.2%	96.7%
Polk County	No match																	
Rogue Valley Council of Governments	Accounting Assistant	3 yrs.	\$2,765	\$3,319	\$3,978	13	44%	\$2,007	0.00%		\$4,772	\$5,326	\$5,985	\$3,371	\$52	112.8%	114.2%	113.2%
Salem, City of	Office Assistant	2 yrs.	\$3,467	\$3,721	\$4,153	6	20%	\$2,420	6.00%		\$6,095	\$6,365	\$6,822	\$3,810	\$88	89.9%	101.8%	108.4%
State of Oregon	Office Specialist 2	2 yrs.	\$2,823	\$3,395	\$4,073	10	44%	\$2,508	6.00%		\$5,501	\$6,107	\$6,826	\$3,448	\$53	110.4%	111.6%	110.6%
Total Match Count:	15																	
Oregon Cascades West Council of Governments	Administrative Assistant - Finance	2 yrs.	\$3,118	\$3,790	\$4,504	12	44%	\$2,542	6.00%	0%	\$5,847	\$6,559	\$7,316	\$3,811	\$21			
Market Average - Surveyed Organizations			\$3,366	\$3,941	\$4,595		37%	\$2,253			\$5,792	\$6,395	\$7,082			Black - between 95% and 105% of the market average		
OCWCOG as a percentage of Market Average			92.6%	96.2%	98.0%		121.7%	112.8%			101.0%	102.6%	103.3%			Red - below 95% of the market average		
Adjustment to 100% of Market Average Pay			7.4%	3.8%	2.0%			-12.8%			-1.0%	-2.6%	-3.3%			Green - above 105% of the market		
Market Median - Surveyed Organizations			\$3,450	\$3,982	\$4,391		27%	\$2,185			\$5,804	\$6,386	\$7,103			Black - between 95% and 105% of the market median		
OCWCOG as a percentage of Market Median			90.4%	95.2%	102.6%		162.8%	116.3%			100.7%	102.7%	103.0%			Red - below 95% of the market median		
Adjustment to 100% of Market Median Pay			9.6%	4.8%	-2.6%			-16.3%			-0.7%	-2.7%	-3.0%			Green - above 105% of the market median		

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OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Payroll and Accounting ClerkGeneral Administration / Information Technology

Job Summary: Performs administrative and accounting services in support of the Finance Department. Responsible for Agency’s payroll processing, deductions and withholdings and reconciliation of payroll-related accounts. Other related functions include general ledger account review and budget preparation support. Works closely with human resources, department directors and supervisors, and directly with employees. Routinely handles confidential information.

Minimum Qualifications: High school diploma or equivalent, preferably supplemented by college or business school training in bookkeeping or accounting. Three years of responsible accounting/bookkeeping experience. Experience in processing payroll and related required payroll reports.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Accounting Specialist	4 yrs.	\$3,680	\$4,061	\$4,703	6	28%	\$2,462	6.00%	0.50%	\$6,381	\$6,787	\$7,471	\$4,192	\$130	93.5%	102.9%	105.5%
Benton County	Business Specialist 1	2 yrs.	\$3,337	\$3,786	\$4,379	8	31%	\$3,120	6.00%	1.50%	\$6,707	\$7,190	\$7,827	\$3,858	\$72	103%	110%	113%
Central Oregon Intragovernmental Council	Payroll Specialist	5 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	103.6%	90.9%	85.2%
Community Services Consortium	Payroll Specialist	4 yrs.	\$3,359	\$4,013	\$4,601	9	37%	\$2,784	0.00%		\$6,143	\$6,797	\$7,385	\$3,980	-\$33	102.4%	104.2%	107.9%
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Payroll Specialist	5 yrs.	\$4,079	\$4,845	\$5,559	10	36%	\$1,913	6.00%		\$6,237	\$7,049	\$7,806	\$4,819	-\$26	84.3%	86.3%	89.3%
Lane County	Payroll Specialist	5 yrs.	\$4,495	\$5,193	\$5,786	9	29%	\$1,722	6.00%	1.00%	\$6,531	\$7,279	\$7,913	\$5,140	-\$53	76.5%	80.5%	85.8%
Lincoln County	Accounting Specialist - Payroll	4 yrs.	\$4,129	\$4,905	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$7,091	\$7,872	\$4,908	\$3	83.3%	85.2%	87.3%
Linn County	Accounting Clerk 1	2 yrs.	\$3,415	\$3,948	\$4,360	6	28%	\$2,811	6.00%		\$6,431	\$6,996	\$7,432	\$3,888	-\$61	100.7%	105.9%	113.8%
Marion County	Payroll Clerk	2 yrs.	\$3,468	\$4,417	\$5,250	10	51%	\$1,621	6.00%		\$5,298	\$6,303	\$7,186	\$4,359	-\$57	99.2%	94.6%	94.5%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Accounting Specialist - Payroll	6 yrs.	\$4,058	\$5,123	\$6,107	9	50%	\$2,166	6.00%		\$6,467	\$7,596	\$8,639	\$5,083	-\$41	84.8%	81.6%	81.3%
Polk County	Payroll Clerk	4 yrs.	\$4,156	\$4,675	\$5,257	7	26%	\$1,939	6.00%		\$6,345	\$6,895	\$7,512	\$4,707	\$32	82.8%	89.4%	94.4%
Rogue Valley Council of Governments	Payroll Specialist	4 yrs.	\$3,268	\$3,923	\$4,701	13	44%	\$2,007	0.00%		\$5,275	\$5,930	\$6,708	\$3,984	\$61	105.3%	106.6%	105.6%
Salem, City of	Payroll Specialist	2 yrs.	\$4,595	\$5,328	\$6,178	11	34%	\$2,420	6.00%		\$7,291	\$8,068	\$8,968	\$5,386	\$58	74.9%	78.4%	80.3%
State of Oregon	Payroll Analyst	2 yrs.	\$3,546	\$4,465	\$5,396	10	52%	\$2,508	6.00%		\$6,267	\$7,241	\$8,228	\$4,471	\$6	97.0%	93.6%	92.0%
Total Match Count:	14																	
Oregon Cascades West Council of Governments	Payroll and Accounting Clerk	3 yrs.	\$3,440	\$4,180	\$4,963	12	44%	\$2,542	6.00%	0%	\$6,188	\$6,973	\$7,803	\$4,202	\$22			
Market Average - Surveyed Organizations			\$3,779	\$4,520	\$5,271		39%	\$2,223			\$6,191	\$6,968	\$7,756	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			91.0%	92.5%	94.2%			114.4%			100.0%	100.1%	100.6%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			9.0%	7.5%	5.8%			-14.4%			0.0%	-0.1%	-0.6%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,613	\$4,532	\$5,327		47%	\$2,175			\$6,329	\$7,022	\$7,721	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			95.2%	92.2%	93.2%			116.9%			97.8%	99.3%	101.1%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			4.8%	7.8%	6.8%			-16.9%			2.2%	0.7%	-1.1%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Accounting SpecialistGeneral Administration / Information Technology

Job Summary: Performs highly technical accounting services in support of the Agency’s Finance Department. Responsible for accounts payable functions, vendor communication and relationships, accounts receivable and cash receipting, loan payment, processing loan disbursements, bank activity, and periodic financial reports. Assignments may include processing and preparing payroll as a backup function.

Minimum Qualifications: High school diploma or equivalent and a minimum of five (5) years of accounting/booking experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Accounting Specialist	4 yrs.	\$3,680	\$4,061	\$4,703	6	28%	\$2,462	6.00%	0.50%	\$6,381	\$6,787	\$7,471	\$4,192	\$130	98.1%	108.1%	110.9%
Benton County	Business Specialist 2	N/A	\$3,664	\$4,158	\$4,807	8	31%	\$3,120	6.00%	1.50%	\$7,059	\$7,590	\$8,287	\$4,236	\$78	99%	106%	108%
Central Oregon Intragovernmental Council	Accounting Technician	3 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	108.7%	95.5%	89.5%
Community Services Consortium	Accounting Technician	1 yr.	\$3,073	\$3,663	\$4,201	9	37%	\$2,784			\$5,857	\$6,447	\$6,985	\$3,637	-\$26	117.5%	119.9%	124.1%
Corvallis, City of	Accounts P/R Specialist	3 yrs.	\$3,766	\$4,143	\$4,782	6	27%	\$1,821	6.00%	1.00%	\$5,850	\$6,254	\$6,938	\$4,274	\$131	95.9%	106.0%	109.0%
Eugene, City of	Accounting Clerk, Sr	3 yrs.	\$5,280	\$6,025	\$6,580	6	25%	\$2,549	6.00%	2.00%	\$8,251	\$9,056	\$9,655	\$5,930	-\$95	68.4%	72.9%	79.3%
Lane Council of Governments	Accounting Assistant	6 yrs.	\$3,679	\$4,370	\$5,014	10	36%	\$1,913	6.00%		\$5,813	\$6,545	\$7,228	\$4,347	-\$24	98.1%	100.5%	104.0%
Lane County	Accounting Clerk, Sr	3 yrs.	\$3,968	\$4,590	\$5,306	9	34%	\$1,722	6.00%	1.00%	\$5,967	\$6,633	\$7,399	\$4,637	\$47	91.0%	95.7%	98.3%
Lincoln County	Accounting Specialist	4 yrs.	\$4,129	\$4,905	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$7,091	\$7,872	\$4,908	\$3	87.4%	89.5%	91.7%
Linn County	Accounting Clerk 2	4 yrs.	\$3,948	\$4,576	\$5,047	6	28%	\$2,811	6.00%		\$6,996	\$7,661	\$8,160	\$4,498	-\$79	91.4%	96.0%	103.3%
Marion County	Accounting Specialist	2 yrs.	\$3,541	\$4,512	\$5,354	10	51%	\$1,621	6.00%		\$5,374	\$6,404	\$7,297	\$4,448	-\$64	101.9%	97.3%	97.4%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Accounting Specialist - General	6 yrs.	\$4,058	\$5,123	\$6,107	9	50%	\$2,166	6.00%		\$6,467	\$7,596	\$8,639	\$5,083	-\$41	89.0%	85.7%	85.4%
Polk County	Accounting Technician 1	3 yrs.	\$3,477	\$3,912	\$4,400	7	27%	\$1,939	6.00%		\$5,625	\$6,086	\$6,603	\$3,939	\$27	103.8%	112.3%	118.5%
Rogue Valley Council of Governments	Accounting Technician	4 yrs.	\$3,019	\$3,624	\$4,343	13	44%	\$2,007	0.00%		\$5,026	\$5,631	\$6,350	\$3,681	\$57	119.6%	121.2%	120.1%
Salem, City of	Accounts Specialist, Sr.	3 yrs.	\$3,995	\$4,328	\$4,867	6	22%	\$2,420	6.00%		\$6,655	\$7,008	\$7,579	\$4,431	\$103	90.4%	101.5%	107.1%
State of Oregon	AP Specialist - Accounting Technician	2 yrs.	\$3,265	\$4,073	\$4,913	10	50%	\$2,508	6.00%		\$5,969	\$6,826	\$7,716	\$4,089	\$16	110.6%	107.8%	106.1%
Total Match Count:	16																	
Oregon Cascades West Council of Governments	Accounting Specialist	5 yrs.	\$3,610	\$4,392	\$5,215	12	44%	\$2,542	6.00%	0%	\$6,369	\$7,198	\$8,070	\$4,413	\$21			
Market Average - Surveyed Organizations			\$3,741	\$4,416	\$5,121		37%	\$2,218			\$6,162	\$6,872	\$7,614	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			96.5%	99.4%	101.8%			114.6%			103.4%	104.7%	106.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			3.5%	0.6%	-1.8%			-14.6%			-3.4%	-4.7%	-6.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,680	\$4,349	\$4,964		35%	\$2,175			\$5,968	\$6,710	\$7,525	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			98.1%	101.0%	105.1%			116.9%			106.7%	107.3%	107.2%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			1.9%	-1.0%	-5.1%			-16.9%			-6.7%	-7.3%	-7.2%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Contracts CoordinatorGeneral Administration / Information Technology

Job Summary: Serves as a primary point of contact in relation to agency-wide contracts. Assists project directors and managers in preparing, monitoring, and evaluating contracts and grants. Maintains contract management processes, systems and software, including project budgets, budget monitoring and tracking, invoicing systems. Meets deadlines consistently and timely. Routinely handles confidential information.

Minimum Qualifications: Bachelor’s degree in public administration, public policy or business administration, plus two (2) years’ experience in the preparation, administration and monitoring of contracts and grants.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Contracting Assistant	4 yrs.	\$4,105	\$4,743	\$5,232	6	27%	\$2,462	6.00%	0.50%	\$6,834	\$7,513	\$8,034	\$4,669	-\$74	100.3%	105.6%	113.7%
Benton County	No match																	
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	No match																	
Lane County	No match																	
Lincoln County	Financial Contract Technician	4 yrs.	\$4,129	\$4,905	\$5,687	11	38%	\$2,185	0.00%		\$6,314	\$7,091	\$7,872	\$4,908	\$3	99.7%	102.1%	104.6%
Linn County	No match																	
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	No match																	
State of Oregon	No match																	
Total Match Count:	2																	
Oregon Cascades West Council of Governments	Contracts Coordinator	7 yrs.	\$4,118	\$5,007	\$5,949	12	44%	\$2,542	6.00%	0%	\$6,907	\$7,849	\$8,848	\$5,034	\$27			
Market Average - Surveyed Organizations			\$4,117	\$4,824	\$5,460		33%	\$2,324			\$6,574	\$7,302	\$7,953	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			100.0%	103.8%	109.0%			109.4%			105.1%	107.5%	111.2%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			0.0%	-3.8%	-9.0%			-9.4%			-5.1%	-7.5%	-11.2%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,117	\$4,824	\$5,460		33%	\$2,324			\$6,574	\$7,302	\$7,953	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			100.0%	103.8%	109.0%			109.4%			105.1%	107.5%	111.2%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			0.0%	-3.8%	-9.0%			-9.4%			-5.1%	-7.5%	-11.2%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Facilities Maintenance CoordinatorGeneral Administration / Information Technology

Job Summary: Provides maintenance, general support and safety in maintaining OCWCOG owned and leased office building(s), facility grounds and equipment. Performs uncomplicated repairs, minor exterior maintenance, moving and adjusting equipment and materials, and shipping/receiving of materials. Contracts for repairs, maintenance and landscaping work which require skills, time or resources beyond the capacity of the Facilities Maintenance Coordinator.

Minimum Qualifications: High school diploma or equivalent plus three (3) years of experience in property management or facilities operations.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Building Maintenance 2	5 yrs.	\$4,021	\$4,643	\$5,115	6	27%	\$2,462	6.00%	0.50%	\$6,745	\$7,406	\$7,909	\$4,568	-\$75	88.4%	93.0%	100.3%
Benton County	Maintenance and Operations Specialist 1		\$3,337	\$3,937	\$4,379	8	31%	\$3,120	6.00%	1.50%	\$6,707	\$7,352	\$7,827	\$3,858	-\$79	106.6%	109.7%	117.1%
Central Oregon Intragovernmental Council	Lead Facility Maintenance and Vehicle Washer	2 yrs.	\$3,322	\$4,598	\$5,825	20	75%	\$1,462	6.00%		\$4,983	\$6,336	\$7,637	\$4,574	-\$25	107.0%	94.0%	88.1%
Community Services Consortium	No match																	
Corvallis, City of	Building and Grounds Maintenance Specialist	3 yrs.	\$4,661	\$5,382	\$5,924	6	27%	\$1,821	6.00%	1.00%	\$6,808	\$7,579	\$8,160	\$5,292	-\$89	76.3%	80.3%	86.6%
Eugene, City of	Building Maintenance Worker 2	4 yrs.	\$4,621	\$5,047	\$5,762	6	25%	\$2,549	6.00%	2.00%	\$7,540	\$8,000	\$8,772	\$5,191	\$144	77.0%	85.6%	89.0%
Lane Council of Governments	Facilities Maintenance Lead	1 yr.	\$4,567	\$5,424	\$6,224	10	36%	\$1,913	6.00%		\$6,754	\$7,663	\$8,511	\$5,396	-\$29	77.9%	79.6%	82.4%
Lane County	Maintenance Specialist 2	2 yrs.	\$3,687	\$4,261	\$4,926	9	34%	\$1,722	6.00%	1.00%	\$5,667	\$6,281	\$6,993	\$4,307	\$46	96.4%	101.4%	104.1%
Lincoln County	Facilities Technician 2	4 yrs.	\$4,238	\$5,037	\$5,840	11	38%	\$2,185	0.00%		\$6,423	\$7,222	\$8,025	\$5,039	\$2	83.9%	85.8%	87.8%
Linn County	Building Maintenance Person 2	4 yrs.	\$3,948	\$4,576	\$5,047	6	28%	\$2,811	6.00%		\$6,996	\$7,661	\$8,160	\$4,498	-\$79	90.1%	94.4%	101.6%
Marion County	Building Maintenance Specialist	4 yrs.	\$3,619	\$4,611	\$5,474	10	51%	\$1,621	6.00%		\$5,457	\$6,508	\$7,423	\$4,547	-\$64	98.3%	93.7%	93.7%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Maintenance Specialist	4 yrs.	\$3,982	\$4,841	\$5,662	9	42%	\$2,166	6.00%		\$6,386	\$7,297	\$8,167	\$4,822	-\$19	89.3%	89.2%	90.6%
Polk County	Building Maintenance Worker 3	3 yrs.	\$3,912	\$4,400	\$4,947	7	26%	\$1,939	6.00%		\$6,086	\$6,603	\$7,183	\$4,430	\$30	90.9%	98.2%	103.7%
Rogue Valley Council of Governments	No match																	
Salem, City of	Facilities Maintenance Technician	4 yrs.	\$3,995	\$4,328	\$4,862	11	22%	\$2,420	6.00%		\$6,655	\$7,008	\$7,574	\$4,429	\$101	89.0%	99.8%	105.5%
State of Oregon	No match																	
Total Match Count:	13																	
Oregon Cascades West Council of Governments	Facilities Maintenance Coordinator	3 yrs.	\$3,556	\$4,320	\$5,129	12	44%	\$2,542	6.00%	0%	\$6,311	\$7,121	\$7,979	\$4,343	\$23			
Market Average - Surveyed Organizations			\$3,993	\$4,699	\$5,384		35%	\$2,169			\$6,401	\$7,148	\$7,872	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			89.1%	91.9%	95.3%			117.2%			98.6%	99.6%	101.4%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			10.9%	8.1%	4.7%			-17.2%			1.4%	0.4%	-1.4%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$3,982	\$4,611	\$5,474		37%	\$2,166			\$6,655	\$7,297	\$7,909	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			89.3%	93.7%	93.7%			117.4%			94.8%	97.6%	100.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			10.7%	6.3%	6.3%			-17.4%			5.2%	2.4%	-0.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Communications Specialist		General Administration / Information Technology																	
Job Summary: Plans and executes internal and external public information activities of the Council of Governments, including production of staff messages, newsletters, program brochures, audio-visual presentations, and news releases.																			
Minimum Qualifications: Completion of Associates Degree in Business or Public Administration, Public Relations, Marketing, Journalism, Communications, or the Behavioral or Social Sciences or related degree and one year of training and/or experience in preparing newsletters, reports and news releases.																			
Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data					
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX	
Albany, City of	No match																		
Benton County	No match																		
Central Oregon Intragovernmental Council	No match																		
Community Services Consortium	No match																		
Corvallis, City of	No match																		
Eugene, City of	No match																		
Lane Council of Governments	Public Information Officer	3 yrs.	\$4,681	\$5,559	\$6,380	10	36%	\$1,913	6.00%	0.00%	\$6,875	\$7,806	\$8,676	\$5,531	-\$29	94.9%	97.2%	100.6%	
Lane County	No match																		
Lincoln County	No match																		
Linn County	Communications Officer	6 yrs.	\$5,322	\$6,118	\$6,715	6	26%	\$2,811	6.00%	0.00%	\$8,452	\$9,296	\$9,929	\$6,019	-\$100	83.4%	88.3%	95.6%	
Marion County	Communication Coordinator	6 yrs.	\$4,852	\$6,188	\$7,341	10	51%	\$1,621	6.00%	0.00%	\$6,764	\$8,180	\$9,402	\$6,096	-\$92	91.5%	87.3%	87.4%	
Mid-Willamette Valley Council of Governments	No match																		
NorthWest Senior & Disability Services	No match																		
Polk County	Communications Specialist	6 yrs.	\$3,992	\$4,489	\$5,050	7	27%	\$1,939	6.00%	0.00%	\$6,171	\$6,698	\$7,292	\$4,521	\$32	111.2%	120.3%	127.1%	
Rogue Valley Council of Governments	No match																		
Salem, City of	No match																		
State of Oregon	Public Affairs Specialist 1	3 yrs.	\$4,259	\$5,396	\$6,528	10	53%	\$2,508	6.00%	0.00%	\$7,023	\$8,228	\$9,428	\$5,394	-\$3	104.3%	100.1%	98.3%	
Total Match Count:	5																		
Oregon Cascades West Council of Governments	Communications Specialist	5 yrs.	\$4,441	\$5,401	\$6,417	12	44%	\$2,542	6.00%	0%	\$7,250	\$8,267	\$9,344	\$5,429	\$28				
Market Average - Surveyed Organizations			\$4,621	\$5,550	\$6,403		39%	\$2,158			\$7,057	\$8,041	\$8,945	Black - between 95% and 105% of the market average					
OCWCOG as a percentage of Market Average			96.1%	97.3%	100.2%			117.8%			102.7%	102.8%	104.5%	Red - below 95% of the market average					
Adjustment to 100% of Market Average Pay			3.9%	2.7%	-0.2%			-17.8%			-2.7%	-2.8%	-4.5%	Green - above 105% of the market					
Market Median - Surveyed Organizations			\$4,681	\$5,559	\$6,528		39%	\$1,939			\$6,875	\$8,180	\$9,402	Black - between 95% and 105% of the market median					
OCWCOG as a percentage of Market Median			94.9%	97.2%	98.3%			131.1%			105.4%	101.1%	99.4%	Red - below 95% of the market median					
Adjustment to 100% of Market Median Pay			5.1%	2.8%	1.7%			-31.1%			-5.4%	-1.1%	0.6%	Green - above 105% of the market median					

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Project ManagerGeneral Administration / Information Technology

Job Summary: Serves as a technical resource for all agency programs providing the full spectrum Project Management. May actively manage the day-to-day progress of projects, or act as a resource providing tools and guidance for ongoing projects in the agency. May serve as an external resource to agency partners as needed.

Minimum Qualifications: Three (3) or more years of progressively responsible experience managing and/or coordinating projects; OR Bachelor’s degree in a related field + 2 years’ experience managing and/or coordinating projects.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	No match																	
Central Oregon Intragovernmental Council	Project Planner	7 yrs.	\$4,736	\$6,556	\$8,305	20	75%	\$1,462	6.00%		\$6,482	\$8,411	\$10,265	\$6,521	-\$36	103.7%	91.0%	85.3%
Community Services Consortium	No match																	
Corvallis, City of	No match																	
Eugene, City of	No match																	
Lane Council of Governments	Senior Specialist	9 yrs.	\$5,014	\$5,955	\$6,834	10	36%	\$1,913	6.00%		\$7,228	\$8,225	\$9,157	\$5,924	-\$31	97.9%	100.2%	103.7%
Lane County	Project Manager (Sr. Management Analyst)	8 yrs.	\$5,628	\$6,956	\$8,280	9	47%	\$1,722	6.00%	1.00%	\$7,744	\$9,165	\$10,582	\$6,954	-\$2	87.3%	85.8%	85.6%
Lincoln County	Project Manager/Executive Assistant	10 yrs.	\$5,202	\$6,181	\$7,164	11	38%	\$2,185	0.00%		\$7,387	\$8,366	\$9,349	\$6,183	\$2	94.4%	96.6%	98.9%
Linn County	No match																	
Marion County	Senior Planner	7 yrs.	\$5,619	\$7,167	\$8,497	10	51%	\$1,621	6.00%		\$7,577	\$9,218	\$10,628	\$7,058	-\$109	87.4%	83.3%	83.4%
Mid-Willamette Valley Council of Governments	Project Manager Specialist 2	8 yrs.	\$4,425	\$5,391	\$6,253	15	41%	\$2,162	4.00%		\$6,764	\$7,769	\$8,665	\$5,339	-\$52	111.0%	110.7%	113.3%
NorthWest Senior & Disability Services	No match																	
Polk County	Senior Planner	7 yrs.	\$5,353	\$6,022	\$6,774	7	27%	\$1,939	6.00%		\$7,614	\$8,323	\$9,120	\$6,064	\$42	91.7%	99.1%	104.6%
Rogue Valley Council of Governments	Project Manager	N/A	\$3,972	\$4,768	\$5,714	13	44%	\$2,007	0.00%		\$5,979	\$6,775	\$7,721	\$4,843	\$75	123.6%	125.2%	124.0%
Salem, City of	No match																	
State of Oregon	Project Manager 2	5 yrs.	\$5,396	\$6,851	\$8,292	10	54%	\$2,508	6.00%		\$8,228	\$9,770	\$11,298	\$6,844	-\$7	91.0%	87.1%	85.5%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Project Manager	3 yrs.	\$4,911	\$5,968	\$7,086	12	44%	\$2,542	6.00%	0%	\$7,748	\$8,868	\$10,053	\$5,999	\$31			
Market Average - Surveyed Organizations			\$5,038	\$6,205	\$7,346		46%	\$1,947			\$7,223	\$8,447	\$9,643	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			97.5%	96.2%	96.5%			130.6%			107.3%	105.0%	104.3%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			2.5%	3.8%	3.5%			-30.6%			-7.3%	-5.0%	-4.3%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$5,202	\$6,181	\$7,164		38%	\$1,939			\$7,387	\$8,366	\$9,349	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			94.4%	96.6%	98.9%			131.1%			104.9%	106.0%	107.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			5.6%	3.4%	1.1%			-31.1%			-4.9%	-6.0%	-7.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Workstation Support SpecialistGeneral Administration / Information Technology

Job Summary: Provides technical support to both agency and organizations under contract. This position uses the department’s technology support system to identify and track hardware, software, telephone, and hand-held device issues. Installs and maintains desktop level hardware and software as required.

Minimum Qualifications: Three (3) years of information systems experience in desktop support and customer service.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	No match																	
Benton County	IT Specialist I	N/A	\$3,337	\$3,937	\$4,379	8	31%	\$3,120	6.00%	1.50%	\$6,707	\$7,352	\$7,827	\$3,858	-\$79	126.5%	130.4%	139.3%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Network Specialist 1 - Help Desk Support	3 yrs.	\$3,359	\$4,013	\$4,601	9	37%	\$2,784	0.00%		\$6,143	\$6,797	\$7,385	\$3,980	-\$33	125.7%	127.9%	132.6%
Corvallis, City of	Computer Support Specialist	4 yrs.	\$4,330	\$4,998	\$5,502	6	27%	\$1,821	6.00%	1.00%	\$6,454	\$7,169	\$7,708	\$4,916	-\$82	97.5%	102.7%	110.9%
Eugene, City of	No match																	
Lane Council of Governments	Information Systems Assistant	5 yrs.	\$4,263	\$5,063	\$5,810	10	36%	\$1,913	6.00%		\$6,432	\$7,280	\$8,072	\$5,037	-\$27	99.0%	101.4%	105.0%
Lane County	No match																	
Lincoln County	User Support Specialist	1 yr.	\$4,238	\$5,037	\$5,840		38%	\$2,185	0.00%		\$6,423	\$7,222	\$8,025	\$5,039	\$2	99.6%	101.9%	104.4%
Linn County	Computer Support Specialist	3 yrs.	\$4,156	\$4,576	\$5,047	6	21%	\$2,811	6.00%		\$7,216	\$7,661	\$8,160	\$4,602	\$26	101.6%	112.2%	120.8%
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	PC Support Technician	2 yrs.	\$3,654	\$4,110	\$4,624	7	27%	\$1,939	6.00%		\$5,813	\$6,296	\$6,841	\$4,139	\$29	115.5%	124.9%	131.9%
Rogue Valley Council of Governments	No match																	
Salem, City of	Network Technician	4 yrs.	\$5,538	\$6,408	\$7,066	6	28%	\$2,420	6.00%		\$8,291	\$9,213	\$9,910	\$6,302	-\$106	76.2%	80.1%	86.3%
State of Oregon	User Support Specialist (ISS 3)	2 yrs.	\$4,101	\$5,162	\$6,198	10	51%	\$2,508	6.00%		\$6,855	\$7,980	\$9,078	\$5,150	-\$13	102.9%	99.5%	98.4%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Workstation Support Specialist	3 yrs.	\$4,221	\$5,134	\$6,099	12	44%	\$2,542	6.00%	0%	\$7,016	\$7,984	\$9,007	\$5,160	\$26			
Market Average - Surveyed Organizations			\$4,108	\$4,812	\$5,452		33%	\$2,389			\$6,704	\$7,441	\$8,112	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			102.7%	106.7%	111.9%			106.4%			104.7%	107.3%	111.0%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			-2.7%	-6.7%	-11.9%			-6.4%			-4.7%	-7.3%	-11.0%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,156	\$4,998	\$5,502		32%	\$2,420			\$6,454	\$7,280	\$8,025	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			101.6%	102.7%	110.9%			105.0%			108.7%	109.7%	112.2%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-1.6%	-2.7%	-10.9%			-5.0%			-8.7%	-9.7%	-12.2%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Information Systems SpecialistGeneral Administration / Information Technology

Job Summary: Provides operations management for the agency computer network, telephone system, workstations, and related services. Acts in a lead capacity to provide technical services to staff consistent with agency service level agreements. Maintains agency network and telephone systems for optimum operation, security and availability. Oversees the work of contractors and business partners who may from time to time install and maintain network components. Exercises independent judgment in determining appropriate actions to be taken in maintenance of technology and related

Minimum Qualifications: Five (5) years of information systems experience directly related experience.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Information Systems Specialist	5 yrs.	\$4,702	\$5,447	\$5,997	6	28%	\$2,462	6.00%	0.50%	\$7,470	\$8,263	\$8,849	\$5,350	-\$97	96.9%	100.6%	107.9%
Benton County	IT Specialist II	N/A	\$4,397	\$4,990	\$5,768	8	31%	\$3,120	6.00%	1.50%	\$7,847	\$8,484	\$9,320	\$5,083	\$93	103.7%	109.8%	112.2%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	Network Support Specialist 2	4 yrs.	\$3,671	\$4,391	\$5,047	9	37%	\$2,784	0.00%		\$6,455	\$7,175	\$7,831	\$4,359	-\$31	124.2%	124.8%	128.2%
Corvallis, City of	No match																	
Eugene, City of	PC Network Technician 1	2 yrs.	\$5,517	\$6,294	\$6,874	6	25%	\$2,549	6.00%	2.00%	\$8,508	\$9,346	\$9,974	\$6,196	-\$98	82.6%	87.1%	94.1%
Lane Council of Governments	No match																	
Lane County	Information Technology Specialist 1	2 yrs.	\$4,495	\$5,193	\$6,001	9	34%	\$1,722	6.00%	1.00%	\$6,531	\$7,279	\$8,143	\$5,248	\$55	101.4%	105.5%	107.8%
Lincoln County	Computer Technician	4 yrs.	\$4,944	\$5,874	\$6,809	11	38%	\$2,185	0.00%		\$7,129	\$8,059	\$8,994	\$5,876	\$3	92.2%	93.3%	95.0%
Linn County	Systems Administrator	5 yrs.	\$5,085	\$5,576	\$6,410	6	26%	\$2,811	6.00%		\$8,201	\$8,721	\$9,605	\$5,748	\$172	89.7%	98.3%	101.0%
Marion County	Support Specialist (IT)	4 yrs.	\$5,283	\$6,744	\$8,006	10	52%	\$1,621	6.00%		\$7,221	\$8,770	\$10,108	\$6,645	-\$100	86.3%	81.3%	80.8%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	Sr. PC Support Technician	3 yrs.	\$4,234	\$4,763	\$5,357	7	27%	\$1,939	6.00%		\$6,427	\$6,988	\$7,618	\$4,796	\$33	107.7%	115.1%	120.8%
Rogue Valley Council of Governments	Technical Services Specialist	4 yrs.	\$3,743	\$4,494	\$5,385	13	44%	\$2,007	0.00%		\$5,750	\$6,501	\$7,392	\$4,564	\$70	121.8%	122.0%	120.2%
Salem, City of	No match																	
State of Oregon	Information Systems Specialist 4	3 yrs.	\$4,452	\$5,595	\$6,732	10	51%	\$2,508	6.00%		\$7,228	\$8,439	\$9,644	\$5,592	-\$3	102.4%	98.0%	96.1%
Total Match Count:	11																	
Oregon Cascades West Council of Governments	Information Systems Specialist	5 yrs.	\$4,559	\$5,481	\$6,471	12	42%	\$2,542	6.00%	0%	\$7,375	\$8,352	\$9,401	\$5,515	\$34			
Market Average - Surveyed Organizations			\$4,593	\$5,396	\$6,217		35%	\$2,337			\$7,161	\$8,002	\$8,862	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			99.3%	101.6%	104.1%			108.8%			103.0%	104.4%	106.1%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			0.7%	-1.6%	-4.1%			-8.8%			-3.0%	-4.4%	-6.1%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$4,495	\$5,447	\$6,001		34%	\$2,462			\$7,221	\$8,263	\$8,994	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			101.4%	100.6%	107.8%			103.3%			102.1%	101.1%	104.5%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			-1.4%	-0.6%	-7.8%			-3.3%			-2.1%	-1.1%	-4.5%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Application Support SpecialistGeneral Administration / Information Technology

Job Summary: Responsible for the implementation, maintenance, and ongoing support of various enterprise applications for the agency. Exercises independent judgment in determining appropriate actions to be taken in maintenance of applications and may provide training on use of applications to various staff. Works closely with other tech staff to ensure user permissions, network resources, and cloud services are provided as needed to support applications. Manages projects for implementation of new applications, enhancements to existing applications, or the roll out of new features.

Minimum Qualifications: Five (5) years of information systems experience performing development, maintenance, and support for software applications.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Geographic Information Systems Analyst	6 yrs.	\$5,654	\$6,544	\$7,212	6	28%	\$2,462	6.00%	0.50%	\$8,484	\$9,431	\$10,143	\$6,433	-\$111	94.3%	99.0%	106.7%
Benton County	Information Systems Analyst 2	N/A	\$5,509	\$6,886	\$8,264	8	50%	\$3,120	6.00%	1.50%	\$9,042	\$10,522	\$12,004	\$6,887	\$1	97%	94%	93%
Central Oregon Intragovernmental Council	No match																	
Community Services Consortium	No match																	
Corvallis, City of	Information Systems Analyst	5 yrs.	\$5,844	\$6,751	\$7,434	6	27%	\$1,821	6.00%	1.00%	\$8,074	\$9,045	\$9,775	\$6,639	-\$112	91.2%	96.0%	103.5%
Eugene, City of	Enterprise Software Technician	4 yrs.	\$5,517	\$6,196	\$6,874	6	25%	\$2,549	6.00%	2.00%	\$8,508	\$9,241	\$9,974	\$6,196	\$0	96.6%	104.6%	112.0%
Lane Council of Governments	No match																	
Lane County	Senior Programmer and Systems Analyst	8 yrs.	\$7,003	\$8,098	\$9,358	9	34%	\$1,722	6.00%	1.00%	\$9,215	\$10,387	\$11,735	\$8,180	\$82	76.1%	80.0%	82.2%
Lincoln County	No match																	
Linn County	Programmer Analyst	7 yrs.	\$6,118	\$7,033	\$7,725	6	26%	\$2,811	6.00%		\$9,296	\$10,266	\$10,999	\$6,922	-\$112	87.2%	92.1%	99.6%
Marion County	Programmer Analyst 2	6 yrs.	\$5,827	\$7,434	\$8,819	10	51%	\$1,621	6.00%		\$7,798	\$9,501	\$10,969	\$7,323	-\$111	91.5%	87.1%	87.3%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	No match																	
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	Enterprise Business Systems Analyst	8 yrs.	\$6,727	\$7,583	\$8,275	6	23%	\$2,420	6.00%		\$9,551	\$10,459	\$11,192	\$7,501	-\$82	79.3%	85.4%	93.0%
State of Oregon	Systems Analyst (ISS7)	6 yrs.	\$5,885	\$7,406	\$8,894	10	51%	\$2,508	6.00%		\$8,746	\$10,359	\$11,936	\$7,390	-\$17	90.6%	87.5%	86.5%
Total Match Count:	9																	
Oregon Cascades West Council of Governments	Application Support Specialist	5 yrs.	\$5,332	\$6,478	\$7,696	12	44%	\$2,542	6.00%	0%	\$8,194	\$9,409	\$10,700	\$6,514	\$36			
Market Average - Surveyed Organizations			\$6,009	\$7,103	\$8,095		35%	\$2,337			\$8,746	\$9,912	\$10,970			Black - between 95% and 105% of the market average		
OCWCOG as a percentage of Market Average			88.7%	91.2%	95.1%			108.8%			93.7%	94.9%	97.5%			Red - below 95% of the market average		
Adjustment to 100% of Market Average Pay			11.3%	8.8%	4.9%			-8.8%			6.3%	5.1%	2.5%			Green - above 105% of the market		
Market Median - Surveyed Organizations			\$5,844	\$7,033	\$8,264		41%	\$2,462			\$8,746	\$10,266	\$10,999			Black - between 95% and 105% of the market median		
OCWCOG as a percentage of Market Median			91.2%	92.1%	93.1%			103.3%			93.7%	91.7%	97.3%			Red - below 95% of the market median		
Adjustment to 100% of Market Median Pay			8.8%	7.9%	6.9%			-3.3%			6.3%	8.3%	2.7%			Green - above 105% of the market median		

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Network Security EngineerGeneral Administration / Information Technology

Job Summary: Provides network, data telecommunication and security support, and desktop support for the entire agency, city and county customers. Responsible for the design, administration, operational support and troubleshooting of all OCWCOG networks and network communication devices, network administration, network security, firewalls, VPN, telecommunications and IP telephony for all OCWCOG program areas. Also provides technical leadership for the Technology Services team through building trust, fostering teamwork, mentoring, coordinating and advising teammates.

Minimum Qualifications: Four (4) years of information systems experience in network and security systems design, administration, support and customer service.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	IT Infrastructure Administrator	9 yrs.	\$5,654	\$6,544	\$7,212	6	28%	\$2,462	6.00%	0.50%	\$8,484	\$9,431	\$10,143	\$6,433	-\$111	94.3%	99.0%	106.7%
Benton County	Network Administrator	N/A	\$5,820	\$7,275	\$8,730	8	50%	\$3,120	6.00%	1.50%	\$9,376	\$10,940	\$12,504	\$7,275	\$0	92%	89%	88%
Central Oregon Intragovernmental Council	Network Administrator	5 yrs.	\$4,736	\$6,556	\$8,305	20	75%	\$1,462	6.00%		\$6,482	\$8,411	\$10,265	\$6,521	-\$36	112.6%	98.8%	92.7%
Community Services Consortium	No match																	
Corvallis, City of	Network Administrator	9 yrs.	\$5,844	\$6,751	\$7,434	6	27%	\$1,821	6.00%	1.00%	\$8,074	\$9,045	\$9,775	\$6,639	-\$112	91.2%	96.0%	103.5%
Eugene, City of	Systems Programmer 2	8 yrs.	\$6,757	\$7,838	\$8,920	6	32%	\$2,549	6.00%	2.00%	\$9,846	\$11,014	\$12,182	\$7,838	\$0	78.9%	82.6%	86.3%
Lane Council of Governments	Network Architect	9 yrs.	\$6,013	\$7,142	\$8,196	10	36%	\$1,913	6.00%		\$8,287	\$9,484	\$10,601	\$7,105	-\$38	88.7%	90.7%	93.9%
Lane County	Sr. Network Administrator	8 yrs.	\$7,002	\$8,098	\$9,358	9	34%	\$1,722	6.00%	1.00%	\$9,214	\$10,387	\$11,735	\$8,180	\$82	76.1%	80.0%	82.2%
Lincoln County	Associate System Administrator	4 yrs.	\$4,817	\$5,724	\$6,637	11	38%	\$2,185	0.00%		\$7,002	\$7,909	\$8,822	\$5,727	\$3	110.7%	113.2%	116.0%
Linn County	Network Engineer	5 yrs.	\$6,118	\$7,033	\$7,725	6	26%	\$2,811	6.00%		\$9,296	\$10,266	\$10,999	\$6,922	-\$112	87.2%	92.1%	99.6%
Marion County	Network Analyst 2	6 yrs.	\$5,827	\$7,434	\$8,819	10	51%	\$1,621	6.00%		\$7,798	\$9,501	\$10,969	\$7,323	-\$111	91.5%	87.1%	87.3%
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	IT/Network Operations Specialist	7 yrs.	\$5,083	\$6,178	\$7,226	9	42%	\$2,166	6.00%		\$7,554	\$8,714	\$9,825	\$6,155	-\$24	104.9%	104.9%	106.5%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	Network Analyst 2	9 yrs.	\$7,571	\$8,025	\$8,616	11	14%	\$2,420	6.00%		\$10,446	\$10,927	\$11,554	\$8,094	\$68	70.4%	80.7%	89.3%
State of Oregon	Information Systems Specialist 5	4 yrs.	\$4,968	\$6,254	\$7,513	10	51%	\$2,508	6.00%		\$7,774	\$9,138	\$10,472	\$6,241	-\$14	107.3%	103.6%	102.4%
Total Match Count:	13																	
Oregon Cascades West Council of Governments	Network Security Engineer	4 yrs.	\$5,332	\$6,478	\$7,696	12	44%	\$2,542	6.00%	0%	\$8,194	\$9,409	\$10,700	\$6,514	\$36			
Market Average - Surveyed Organizations			\$5,862	\$6,989	\$8,053		37%	\$2,212			\$8,433	\$9,628	\$10,758	Black - between 95% and 105% of the market average				
OCWCOG as a percentage of Market Average			91.0%	92.7%	95.6%			114.9%			97.2%	97.7%	99.5%	Red - below 95% of the market average				
Adjustment to 100% of Market Average Pay			9.0%	7.3%	4.4%			-14.9%			2.8%	2.3%	0.5%	Green - above 105% of the market				
Market Median - Surveyed Organizations			\$5,827	\$7,033	\$8,196		41%	\$2,185			\$8,287	\$9,484	\$10,601	Black - between 95% and 105% of the market median				
OCWCOG as a percentage of Market Median			91.5%	92.1%	93.9%			116.3%			98.9%	99.2%	100.9%	Red - below 95% of the market median				
Adjustment to 100% of Market Median Pay			8.5%	7.9%	6.1%			-16.3%			1.1%	0.8%	-0.9%	Green - above 105% of the market median				

Appendix B - Total Compensation
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023

Systems AdministratorGeneral Administration / Information Technology

Job Summary: Provides expert server, cloud, and application support, as well as and desktop support for the entire agency, city, and county customers. Responsible for the design, secure administration, operational support and troubleshooting of all OCWCOG on-premise and cloud-provisioned server and application services to meet OCWCOG program area and customer needs. Ensures mission critical applications, licensing and services are available to the agency consistent with industry standards. Works closely with the Network Security Engineer to provide technical leadership for the

Minimum Qualifications: Bachelor’s degree in Computer Science, Business Information Technologies, or related field. At least three years working in IT related positions, with direct experience with servers, virtual machines, cloud systems, and working in a secure windows environment.

Organizational Data		Job Data	Salary Data					Benefit Data			Total Compensation Data			Auxiliary Salary Data				
Surveyed Organization	Matching Job Title	MQ Yrs.	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum	Salary Steps	Salary Spread	Health Insurance	Pension	Deff. Comp.	Total Comp MIN	Total Comp MID	Total Comp MAX	Range Midpoint	Mid-step Diff.	OCWCOG MIN	OCWCOG MID	OCWCOG MAX
Albany, City of	Systems Administrator	7 yrs.	\$5,654	\$6,544	\$7,212	6	28%	\$2,462	6.00%	0.50%	\$8,484	\$9,431	\$10,143	\$6,433	-\$111	94.3%	99.0%	106.7%
Benton County	Systems Administrator	N/A	\$5,820	\$7,275	\$8,730	8	50%	\$3,120	6.00%	1.50%	\$9,376	\$10,940	\$12,504	\$7,275	\$0	92%	89%	88%
Central Oregon Intragovernmental Council	IT Services Technician	4 yrs.	\$4,736	\$6,556	\$8,305	20	75%	\$1,462	6.00%		\$6,482	\$8,411	\$10,265	\$6,521	-\$36	112.6%	98.8%	92.7%
Community Services Consortium	Sr. Systems Administrator	9 yrs.	\$4,549	\$5,529	\$6,400	9	41%	\$2,784	0.00%		\$7,333	\$8,313	\$9,184	\$5,475	-\$55	117.2%	117.2%	120.3%
Corvallis, City of	System Administrator	7 yrs.	\$5,420	\$6,260	\$6,893	6	27%	\$1,821	6.00%	1.00%	\$7,620	\$8,519	\$9,197	\$6,156	-\$104	98.4%	103.5%	111.6%
Eugene, City of	Systems Programmer 1	8 yrs.	\$6,211	\$7,121	\$8,032	6	29%	\$2,549	6.00%	2.00%	\$9,257	\$10,240	\$11,224	\$7,121	\$0	85.9%	91.0%	95.8%
Lane Council of Governments	IT/Cloud Systems Administrator	7 yrs.	\$5,614	\$6,667	\$7,651	10	36%	\$1,913	6.00%		\$7,864	\$8,980	\$10,023	\$6,633	-\$35	95.0%	97.2%	100.6%
Lane County	Sr. Systems Administrator	8 yrs.	\$7,002	\$8,098	\$9,358	9	34%	\$1,722	6.00%	1.00%	\$9,214	\$10,387	\$11,735	\$8,180	\$82	76.1%	80.0%	82.2%
Lincoln County	Systems Administrator	8 yrs.	\$6,067	\$7,207	\$8,356	11	38%	\$2,185	0.00%		\$8,252	\$9,392	\$10,542	\$7,212	\$4	87.9%	89.9%	92.1%
Linn County	Systems Manager (non-supervisory)	7 yrs.	\$6,410	\$7,368	\$8,092	6	26%	\$2,811	6.00%		\$9,605	\$10,621	\$11,388	\$7,251	-\$117	83.2%	87.9%	95.1%
Marion County	No match																	
Mid-Willamette Valley Council of Governments	No match																	
NorthWest Senior & Disability Services	Lead IT/Network Operations Specialist	7 yrs.	\$5,337	\$6,487	\$7,587	9	42%	\$2,166	6.00%		\$7,823	\$9,042	\$10,208	\$6,462	-\$25	99.9%	99.9%	101.4%
Polk County	No match																	
Rogue Valley Council of Governments	No match																	
Salem, City of	Sr. Systems Analyst	9 yrs.	\$7,476	\$8,653	\$9,540	11	28%	\$2,420	6.00%		\$10,345	\$11,592	\$12,533	\$8,508	-\$145	71.3%	74.9%	80.7%
State of Oregon	Information Systems Specialist 7	6 yrs.	\$5,315	\$6,687	\$8,049	10	51%	\$2,508	6.00%		\$8,142	\$9,597	\$11,040	\$6,682	-\$5	100.3%	96.9%	95.6%
Total Match Count:	13																	
Oregon Cascades West Council of Governments	Systems Administrator	7 yrs.	\$5,332	\$6,478	\$7,696	12	44%	\$2,542	6.00%	0%	\$8,194	\$9,409	\$10,700	\$6,514	\$36			
Market Average - Surveyed Organizations			\$5,816	\$6,958	\$8,016		38%	\$2,302			\$8,446	\$9,651	\$10,768			Black - between 95% and 105% of the market average		
OCWCOG as a percentage of Market Average			91.7%	93.1%	96.0%			110.4%			97.0%	97.5%	99.4%			Red - below 95% of the market average		
Adjustment to 100% of Market Average Pay			8.3%	6.9%	4.0%			-10.4%			3.0%	2.5%	0.6%			Green - above 105% of the market		
Market Median - Surveyed Organizations			\$5,654	\$6,687	\$8,049		42%	\$2,420			\$8,252	\$9,431	\$10,542			Black - between 95% and 105% of the market median		
OCWCOG as a percentage of Market Median			94.3%	96.9%	95.6%			105.0%			99.3%	99.8%	101.5%			Red - below 95% of the market median		
Adjustment to 100% of Market Median Pay			5.7%	3.1%	4.4%			-5.0%			0.7%	0.2%	-1.5%			Green - above 105% of the market median		

Appendix C
OCWCOG Represented Positions Salary Study
Detailed Health Benefit Market Data as of 6/2/2023

OCWCOG'S MARKET POSITION

HEALTH BENEFITS COSTS - TOTAL PREMIUM (Medical, Dental, Vision)

The data below illustrates market competitiveness of OCWCOG's contribution towards health benefits costs.

OCWCOG's premium costs rendered as percentage of the market average for the plan type.

NOTE: Percentage value in **green** means OCWCOG pays more than the market average, percentages in **red** means OCWCOG pays less than the market average for tiered coverage.

Organizational Data					PPO PLAN				HMO PLAN				HDHP PLAN			
SURVEYED ORGANIZATION					EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Albany, City of					\$897	\$1,609	\$1,896	\$2,591								
Benton County					\$1,393	\$3,670	\$2,996	\$3,670					\$672	\$1,790	\$1,440	\$1,790
Central Oregon Intragovernmental Council					\$1,625	\$1,625	\$1,625	\$1,625					\$1,053	\$1,053	\$1,053	\$1,053
Community Action Team (Columbia Co.)					\$1,542	N/A	N/A	N/A								
Community Services Consortium					\$1,098	\$1,987	\$2,084	\$3,164								
Corvallis, City of					\$689	\$1,413	\$1,413	\$1,905								
Eugene, City of					\$1,038	\$1,967	\$1,967	\$2,741	\$842	\$1,703	\$1,703	\$2,486				
Lane Council of Governments									\$706	\$1,746	\$1,479	\$2,014	\$676	\$1,721	\$1,439	\$1,985
Lane County					\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742	\$1,742
Lincoln County					\$820	\$2,106	\$1,726	\$2,428	\$962	\$2,389	\$2,010	\$2,711				
Linn County					\$1,095	\$1,983	\$2,368	\$2,959	\$953	\$1,778	\$1,966	\$2,759				
Marion County					\$1,884	\$1,884	\$1,884	\$1,884	\$1,647	\$1,647	\$1,647	\$1,647	\$1,654	\$1,654	\$1,654	\$1,654
Mid-Willamette Valley Council of Governments					\$812	\$2,025	\$1,700	\$2,335	\$828	\$2,080	\$1,711	\$2,398				
NorthWest Senior & Disability Services					\$836	\$2,081	\$1,758	\$2,400	\$832	\$2,087	\$1,719	\$2,406				
Polk County					\$2,155	\$2,155	\$2,155	\$2,155	\$1,780	\$1,780	\$1,780	\$1,780				
Rogue Valley Council of Governments					\$708	\$1,762	\$1,482	\$2,032								
Salem, City of					\$879	\$1,671	\$1,759	\$2,550	\$750	\$1,425	\$1,500	\$2,175	\$566	\$1,075	\$1,132	\$1,641
State of Oregon					\$1,007	\$1,712	\$2,014	\$2,719	\$945	\$1,607	\$1,890	\$2,552				
Oregon Cascades West Council of Governments					\$828	\$1,592	\$1,807	\$2,576	\$745	\$1,415	\$1,638	\$2,308	\$786	\$1,525	\$1,689	\$2,309
Market Average - Surveyed Organizations					\$1,201	\$1,979	\$1,904	\$2,412	\$1,104	\$1,838	\$1,726	\$2,212	\$1,061	\$1,506	\$1,410	\$1,644
OCWCOG as a percentage of Market Average					68.9%	80.5%	94.9%	106.8%	67.4%	77.0%	94.9%	104.4%	74.1%	101.3%	119.8%	140.4%
Adjustment to 100% of Market Average					31.1%	19.5%	5.1%	-6.8%	32.6%	23.0%	5.1%	-4.4%	25.9%	-1.3%	-19.8%	-40.4%
Market Median - Surveyed Organizations					\$1,066	\$1,967	\$1,759	\$2,400	\$897	\$1,762	\$1,715	\$2,286	\$865	\$1,688	\$1,439	\$1,698
OCWCOG as a percentage of Market Median					77.6%	81.0%	102.7%	107.4%	83.0%	80.3%	95.5%	101.0%	90.9%	90.4%	117.4%	135.9%
Adjustment to 100% of Market Median					22.4%	19.0%	-2.7%	-7.4%	17.0%	19.7%	4.5%	-1.0%	9.1%	9.6%	-17.4%	-35.9%

Appendix C
OCWCOG Represented Positions Salary Study
Detailed Health Benefit Market Data as of 6/2/2023

OCWCOG's MARKET POSITION

HEALTH BENEFITS COSTS - EMPLOYEE COST SHARE OF PREMIUMS (Medical, Dental, Vision)

The data below illustrates market competitiveness of OCWCOG's employee share of the health benefits costs.

OCWCOG employee share of premiums rendered as percentage of the market average.

NOTE: Percentage value in **green** means OCWCOG's employees pay less than the market average, percentages in **red** means OCWCOG employees pay more than the market average for tiered coverage.

Organizational Data	PPO PLAN				HMO PLAN				HDHP			
	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Albany, City of	\$45	\$80	\$95	\$130								
Benton County	\$209	\$551	\$449	\$551					\$0	\$0	\$0	\$0
Central Oregon Intragovernmental Council	\$162	\$162	\$162	\$162					\$105	\$105	\$105	\$105
Community Action Team (Columbia Co.)	\$0	N/A	N/A	N/A								
Community Services Consortium	\$132	\$238	\$250	\$380								
Corvallis, City of	\$0	\$50	\$50	\$84								
Eugene, City of	\$73	\$138	\$138	\$192	\$59	\$119	\$119	\$174				
Lane Council of Governments					\$35	\$87	\$74	\$101	\$34	\$86	\$72	\$99
Lane County	\$30	\$50	\$50	\$50	\$50	\$70	\$70	\$70	\$20	\$20	\$20	\$20
Lincoln County	\$82	\$211	\$173	\$243	\$82	\$211	\$173	\$243				
Linn County	\$55	\$99	\$118	\$148	\$1	\$1	\$2	\$14				
Marion County	\$263	\$263	\$263	\$263	\$26	\$26	\$26	\$26	\$33	\$33	\$33	\$33
Mid-Willamette Valley Council of Governments	\$0	\$182	\$133	\$228	\$0	\$188	\$132	\$235				
NorthWest Senior & Disability Services	\$0	\$166	\$88	\$240	\$0	\$167	\$86	\$241				
Polk County	\$215	\$215	\$215	\$215	\$162	\$162	\$162	\$162				
Rogue Valley Council of Governments	\$25	\$25	\$25	\$25								
Salem, City of	\$45	\$85	\$90	\$130	\$37	\$70	\$74	\$107	\$4	\$8	\$8	\$12
State of Oregon	\$50	\$86	\$101	\$136	\$47	\$80	\$95	\$128				
Oregon Cascades West Council of Governments	\$11	\$21	\$24	\$34	\$10	\$19	\$22	\$31	\$0	\$0	\$0	\$0
Market Average - Surveyed Organizations	\$82	\$163	\$150	\$199	\$45	\$107	\$92	\$136	\$33	\$42	\$40	\$45
OCWCOG as a percentage of Market Average	13.6%	13.0%	16.3%	17.3%	21.9%	17.6%	23.8%	22.6%	0.0%	0.0%	0.0%	0.0%
Adjustment to 100% of Market Average	86.4%	87.0%	83.7%	82.7%	78.1%	82.4%	76.2%	77.4%	100.0%	100.0%	100.0%	100.0%
Market Median - Surveyed Organizations	\$50	\$162	\$133	\$192	\$36	\$103	\$80	\$134	\$27	\$27	\$27	\$27
OCWCOG as a percentage of Market Median	22.3%	13.0%	18.4%	17.9%	27.6%	18.3%	27.4%	23.0%	0.0%	0.0%	0.0%	0.0%
Adjustment to 100% of Market Median	77.7%	87.0%	81.6%	82.1%	72.4%	81.7%	72.6%	77.0%	100.0%	100.0%	100.0%	100.0%

Appendix C
OCWCOG Represented Positions Salary Study
Detailed Health Benefit Market Data as of 6/2/2023

OCWCOG's MARKET POSITION - PPO PLAN

HEALTH BENEFITS COSTS - PREMIUM SHARE (Medical, Dental, Vision)

The data below illustrates market competitiveness of OCWCOG's contributions towards health benefits costs shared by employer/employee.

OCWCOG Premiums rendered as a percentage of market average. Percentage value in **green** means OCWCOG pays more than the market average, percentages in **red** means OCWCOG pays less than the market average for tiered coverage.

ORGANIZATIONAL DATA		EMPLOYER COST				EMPLOYEE COST			
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Albany, City of	PPO	\$852	\$1,528	\$1,801	\$2,462	\$45	\$80	\$95	\$130
Benton County	PPO	\$1,184	\$3,120	\$2,547	\$3,120	\$209	\$551	\$449	\$551
Central Oregon Intragovernmental Council	PPO	\$1,462	\$1,462	\$1,462	\$1,462	\$162	\$162	\$162	\$162
Community Action Team (Columbia Co.)	N/A	\$1,542	\$1,542	\$1,542	\$1,542	\$0	N/A	N/A	N/A
Community Services Consortium	PPO	\$966	\$1,749	\$1,834	\$2,784	\$132	\$238	\$250	\$380
Corvallis, City of	PPO	\$689	\$1,362	\$1,362	\$1,821	\$0	\$50	\$50	\$84
Eugene, City of	PPO	\$965	\$1,829	\$1,829	\$2,549	\$73	\$138	\$138	\$192
Lane Council of Governments	N/A								
Lane County	PPO	\$1,712	\$1,692	\$1,692	\$1,692	\$30	\$50	\$50	\$50
Lincoln County	PPO	\$738	\$1,895	\$1,554	\$2,185	\$82	\$211	\$173	\$243
Linn County	PPO	\$1,040	\$1,884	\$2,250	\$2,811	\$55	\$99	\$118	\$148
Marion County	PPO	\$1,621	\$1,621	\$1,621	\$1,621	\$263	\$263	\$263	\$263
Mid-Willamette Valley Council of Governments	PPO	\$812	\$1,843	\$1,567	\$2,107	\$0	\$182	\$133	\$228
NorthWest Senior & Disability Services	PPO	\$836	\$1,914	\$1,670	\$2,160	\$0	\$166	\$88	\$240
Polk County	PPO	\$1,939	\$1,939	\$1,939	\$1,939	\$215	\$215	\$215	\$215
Rogue Valley Council of Governments	PPO	\$683	\$1,737	\$1,457	\$2,007	\$25	\$25	\$25	\$25
Salem, City of	PPO	\$835	\$1,586	\$1,669	\$2,420	\$45	\$85	\$90	\$130
State of Oregon	PPO	\$957	\$1,626	\$1,913	\$2,583	\$50	\$86	\$101	\$136
Oregon Cascades West Council of Governments		\$817	\$1,571	\$1,782	\$2,542	\$11	\$21	\$24	\$34
Market Average - Surveyed Organizations		\$1,117	\$1,794	\$1,737	\$2,168	\$82	\$163	\$150	\$199
OCWCOG as a percentage of Market Average		73.1%	87.6%	102.6%	117.3%	13.6%	13.0%	16.3%	17.3%
Adjustment to 100% of Market Average		26.9%	12.4%	-2.6%	-17.3%	86.4%	87.0%	83.7%	82.7%
Market Median - Surveyed Organizations		\$966	\$1,743	\$1,670	\$2,133	\$50	\$162	\$133	\$192
OCWCOG as a percentage of Market Median		84.6%	90.2%	106.7%	119.2%	22.3%	13.0%	18.4%	17.9%
Adjustment to 100% of Market Median		15.4%	9.8%	-6.7%	-19.2%	77.7%	87.0%	81.6%	82.1%

Appendix C
OCWCOG Represented Positions Salary Study
Detailed Health Benefit Market Data as of 6/2/2023

OCWCOG's MARKET POSITION - HMO

HEALTH BENEFITS COSTS - PREMIUM SHARE (Medical, Dental, Vision)

The data below illustrate market competitiveness of OCWCOG's contribution towards health benefits costs shared by employer/employee.

OCWCOG's premiums rendered as percentage of market average. Percentage value in **green** means OCWCOG pays less than the market average, percentages in **red** means OCWCOG pays more than the market average for tiered coverage.

ORGANIZATIONAL DATA		EMPLOYER COST				EMPLOYEE COST			
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY
Albany, City of	N/A								
Benton County	N/A								
Central Oregon Intragovernmental Council	N/A								
Community Action Team (Columbia Co.)	N/A								
Community Services Consortium	N/A								
Corvallis, City of	N/A								
Eugene, City of	HMO	\$783	\$1,584	\$1,584	\$2,312	\$59	\$119	\$119	\$174
Lane Council of Governments	HMO	\$671	\$1,659	\$1,405	\$1,913	\$35	\$87	\$74	\$101
Lane County	HMO	\$1,692	\$1,672	\$1,672	\$1,672	\$50	\$70	\$70	\$70
Lincoln County	HMO	\$880	\$2,178	\$1,837	\$2,469	\$82	\$211	\$173	\$243
Linn County	HMO	\$952	\$1,776	\$1,965	\$2,744	\$1	\$1	\$2	\$14
Marion County	HMO	\$1,621	\$1,621	\$1,621	\$1,621	\$26	\$26	\$26	\$26
Mid-Willamette Valley Council of Governments	HMO	\$828	\$1,892	\$1,579	\$2,162	\$0	\$188	\$132	\$235
NorthWest Senior & Disability Services	HMO	\$832	\$1,920	\$1,633	\$2,166	\$0	\$167	\$86	\$241
Polk County	HMO	\$1,618	\$1,618	\$1,618	\$1,618	\$162	\$162	\$162	\$162
Rogue Valley Council of Governments	N/A								
Salem, City of	HMO	\$713	\$1,355	\$1,426	\$2,068	\$37	\$70	\$74	\$107
State of Oregon	HMO	\$898	\$1,526	\$1,796	\$2,424	\$47	\$80	\$95	\$128
Oregon Cascades West Council of Governments		\$735	\$1,396	\$1,616	\$2,277	\$10	\$19	\$22	\$31
Market Average - Surveyed Organizations		\$1,059	\$1,728	\$1,634	\$2,074	\$45	\$110	\$92	\$137
OCWCOG as a percentage of Market Average		69.4%	80.8%	98.9%	109.8%	22.0%	17.2%	23.9%	22.5%
Adjustment to 100% of Market Average		30.6%	19.2%	1.1%	-9.8%	78.0%	82.8%	76.1%	77.5%
Market Median - Surveyed Organizations		\$856	\$1,665	\$1,619	\$2,115	\$36	\$103	\$80	\$134
OCWCOG as a percentage of Market Median		85.8%	83.8%	99.8%	107.7%	27.6%	18.3%	27.4%	23.0%
Adjustment to 100% of Market Median		14.2%	16.2%	0.2%	-7.7%	72.4%	81.7%	72.6%	77.0%

Appendix C
OCWCOG Represented Positions Salary Study
Detailed Health Benefit Market Data as of 6/2/2023

OCWCOG MARKET POSITION - HDHP **HEALTH BENEFITS COSTS - PREMIUMS (Medical, Dental, Vision)**

The data below illustrate market competitiveness of OCWCOG's contribution towards health benefits costs as shared by employer/employee.

Data presented from highest to lowest monthly total premium cost. OCWCOG Premiums rendered as percentage of market average. Percentage value in **green** means OCWCOG pays less than the market average, percentages in **red** means OCWCOG pays more than the market average for tiered coverage.

Organizational Data		EMPLOYER COST				EMPLOYEE COST				HSA/HRA ER Contribution	
SURVEYED ORGANIZATION	PLAN	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	EE+CHILD/ REN	EE+SP/DP	FAMILY	EE ONLY	FAMILY
Albany, City of	N/A										
Benton County	HDHP	\$672	\$1,790	\$1,440	\$1,790	\$0	\$0	\$0	\$0	\$67	\$117
Central Oregon Intragovernmental Council	HDHP	\$948	\$948	\$948	\$948	\$105	\$105	\$105	\$105		
Community Action Team (Columbia Co.)	N/A										
Community Services Consortium	N/A										
Corvallis, City of	N/A									\$125	\$250
Eugene, City of	N/A										
Lane Council of Governments	HDHP	\$642	\$1,635	\$1,367	\$1,886	\$34	\$86	\$72	\$99	\$142	\$200
Lane County	HDHP	\$1,722	\$1,722	\$1,722	\$1,722	\$20	\$20	\$20	\$20	\$125	\$250
Lincoln County	N/A									\$142	\$283
Linn County	N/A										
Marion County	HDHP	\$1,621	\$1,621	\$1,621	\$1,621	\$33	\$33	\$33	\$33	\$54	\$108
Mid-Willamette Valley Council of Governments	N/A									\$40	\$40
NorthWest Senior & Disability Services	N/A										
Polk County	N/A										
Rogue Valley Council of Governments	N/A										
Salem, City of	HDHP	\$562	\$1,067	\$1,124	\$1,629	\$4	\$8	\$8	\$12	\$136	\$396
State of Oregon	N/A										
Oregon Cascades West Council of Governments		\$786	\$1,525	\$1,689	\$2,309	\$0	\$0	\$0	\$0	\$125	\$250
Market Average - Surveyed Organizations		\$1,028	\$1,464	\$1,370	\$1,599	\$33	\$42	\$40	\$45	\$104	\$205
OCWCOG as a percentage of Market Average		76.4%	104.2%	123.3%	144.3%	0.0%	0.0%	0.0%	0.0%	120.4%	121.7%
Adjustment to 100% of Market Average		23.6%	-4.2%	-23.3%	-44.3%	100.0%	100.0%	100.0%	100.0%	-20.4%	-21.7%
Market Median - Surveyed Organizations		\$810	\$1,628	\$1,403	\$1,676	\$27	\$27	\$27	\$27	\$125	\$225
OCWCOG as a percentage of Market Median		97.0%	93.7%	120.4%	137.8%	0.0%	0.0%	0.0%	0.0%	100.0%	111.1%
Adjustment to 100% of Market Median		3.0%	6.3%	-20.4%	-37.8%	100.0%	100.0%	100.0%	100.0%	0.0%	-11.1%

**Appendix D - Retirement and Life/ADD/LTD
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023**

OCWCOG's OVERALL MARKET POSITION		RETIREMENT CONTRIBUTION							
The data below illustrates market competitiveness of OCWCOG's contribution into retirement benefits.									
ORGANIZATIONAL DATA		TYPE	DEFINED BENEFIT PLAN				DEFERRED CONTRIBUTION		NOTES
SURVEYD ORGANIZATION	PLAN	TOTAL CONTRIBUTION	EMPLOYER PORTION	EMPLOYEE PORTION	EMPLOYER "PICK-UP"	457 (b)	OTHER	ONE-TIME CASH CONTRIBUTION	NOTES
Albany, City of	PERS	26.19%	20.19%	0.00%	6.00%	0.50%			
Benton County	PERS	19.94%	13.94%	0.00%	6.00%	1.50%			
Central Oregon Intragovernmental Council	PERS	10.34%	4.34%	0.00%	6.00%				
Community Action Team (Columbia Co.)	NON-PERS	6.00%	0.00%	0.00%	0.00%				
Community Services Consortium	PERS	22.96%	16.96%	6.00%	0.00%			\$75.00	\$75 - Employee must contribute at least \$25
Corvallis, City of	PERS	19.30%	13.30%	0.00%	6.00%		1.00%		1% - Incentive contribution into retirement Health Savings Plan.
Eugene, City of	PERS	27.56%	21.56%	0.00%	6.00%	2.00%			Must contribute 1% of base salary to get 2% City benefit (AFSCME)
Lane Council of Governments	PERS	25.40%	19.40%	0.00%	6.00%			\$62.50	\$62.50 - Employee must contribute at least \$25
Lane County	PERS	23.72%	17.72%	0.00%	6.00%				
Lincoln County	NON-PERS	11.00%	11.00%	0.00%	0.00%				
Linn County	PERS	29.86%	23.86%	0.00%	6.00%				
Marion County	PERS	21.07%	15.07%	0.00%	6.00%				
Mid-Willamette Valley Council of Governments	NON-PERS	14.75%	4.00%	0.00%	4.00%				
NorthWest Senior & Disability Services	PERS	23.05%	17.05%	0.00%	6.00%				
Polk County	PERS	26.31%	20.31%	0.00%	6.00%				
Rogue Valley Council of Governments	NON-PERS	13.02%	13.02%	0.00%	0.00%				
Salem, City of	PERS	24.21%	18.21%	0.00%	6.00%				
State of Oregon	PERS	22.38%	16.38%	0.00%	6.00%				
Oregon Cascades West Council of Governments	PERS	24.92%	18.92%	0.00%	6.00%			\$1,160	Emplr. contribution to Deff. Comp. in lieu of \$845 cash option
Market Average - Surveyed Organizations		20.39%	14.80%	0.33%	4.56%	1.33%	1.00%	\$68.75	
OCWCOG as a percentage of Market Average		122.2%	127.9%						
Market Median - Surveyed Organizations		22.67%	16.67%	0.00%	6.00%	1.50%	1.00%	\$68.75	
OCWCOG as a percentage of Market Median		109.9%	113.5%						

**Appendix D - Retirement and Life/ADD/LTD
OCWCOG Represented Positions Salary Study
Detailed Market Data as of 6/2/2023**

OCWCOG's OVERALL MARKET POSITION

SUPPLEMENTAL BENEFITS

The data below illustrates market competitiveness of OCWCOG's paid life, accidental death & dismemberment, and long-term disability insurance benefits.

ORGANIZATIONAL DATA		STANDARD COVERAGE					NOTES
SURVEYED ORGANIZATION	PLAN	BASIC LIFE/AD&D EMPLOYEE (\$)	BASIC LIFE/AD&D DEPENDENT (\$)	LTD SALARY PROTECTION (% of Salary)	LTD MONTHLY MAXIMUM (\$)	LTD WAIT PERIOD (days)	NOTES
Albany, City of	Standard	\$75,000	N/A	66.67%	\$10,000	90	
Benton County	Standard	\$50,000	N/A	66.67%	\$8,500	90	AD&D Coverage increases to \$100,000
Central Oregon Intragovernmental Council	Standard	1x Annual Base Salary	N/A	66.67%	\$6,000	90	
Community Action Team (Columbia Co.)	Standard	\$50,000	N/A	50.00%	\$5,000	180	
Community Services Consortium	Standard	1x Annual Base Salary	N/A	60.00%	\$5,000	90	
Corvallis, City of	Standard	1x Annual Base Salary	\$2,000	60.00%	\$6,000	90	
Eugene, City of	Standard	1x Annual Base Salary	N/A	60.00%	\$4,500	90	
Lane Council of Governments	Standard	2x annual Base salary	N/A	66.67%	\$5,000	90	\$100,000 limit on Life/AD&D coverage
Lane County	Standard	1x Annual Base Salary	N/A	66.67%	\$6,667	90	\$100,000 limit on Life/AD&D coverage
Lincoln County	Standard	\$40,000	\$0	60.00%	\$6,000	90	
Linn County	Standard	\$50,000	\$5,000	60.00%	\$2,500	90	
Marion County	Standard	1x Annual Base Salary	N/A	66.67%	\$5,000	90	
Mid-Willamette Valley Council of Governments	Standard	\$50,000	N/A	0.00%	N/A	0	
NorthWest Senior & Disability Services	Standard	N/A	N/A	66.67%	\$6,000	90	
Polk County	Standard	\$25,000	\$2,000	N/A	N/A	N/A	
Rogue Valley Council of Governments	Standard	\$50,000	\$0	60.00%	\$5,000	90	
Salem, City of	Standard	\$50,000	\$0	60.00%	\$2,500	90	
State of Oregon	N/A	N/A	N/A	N/A	N/A	N/A	
Oregon Cascades West Council of Governments	Standard	\$50,000	\$2,000	60%	\$8,000	90	
Market Average - Surveyed Organizations		\$48,889	\$1,500	58.54%	\$5,578	90.0	
OCWCOG as a percentage of Market Average		102.3%	133.3%	102.5%	143.4%	100.0%	
Market Median - Surveyed Organizations		\$50,000	\$1,000	60.00%	\$5,000	90.0	
OCWCOG as a percentage of Market Median		100.0%	200.0%	0.0%	160.0%	100.0%	

Appendix E
OCWCOG Represented Positions Salary Study
Detailed Paid Leave Benefit Market Data as of 6/2/2023

OCWCOG's MARKET POSITION

PAID LEAVE BENEFITS

The data below illustrate market competitiveness of OCWCOG's paid leave benefits.

Data presented in work days and hours, as noted, in minimum annual allocation. OCWCOG's paid time off is rendered as a percentage of market average.

Percentage value in **green** means OCWCOG is above the market average, percentages value in **red** means OCWCOG below the market average in providing paid leave benefits.

ORGANIZATIONAL DATA	PTO	HOLIDAY LEAVE		VACATION LEAVE			SICK LEAVE		NOTES
Surveyed Organization	TOTAL ANNUAL PTO (Days)	HOLIDAY LEAVE (Days)	PERSONAL FLOATING HOLIDAYS	VACATION LEAVE (Days)	VACATION LEAVE CAP (Hours)	VACATION CASH-OUT (Max Hrs. annually)	SICK LEAVE (Days)	SICK LEAVE CAP (Hrs.)	NOTES
Albany, City of	37.0	10.0	3.0	12.0	336.0	N/A	12.0	950.0	
Benton County	36.0	10.0	2.0	12.0	432.0	40.0	12.0	1260.0	
Central Oregon Intragovernmental Council	33.0	9.0	N/A	12.0	320.0	6x mo. accr.	12.0	None	
Community Action Team (Columbia Co.)	22.0	11.0	1.0	5.0	237.0	160.0	5.0	40.0	
Community Services Consortium	37.0	10.0	3.0	12.0	160.0	Yr. end hrs. above 40	12.0	960.0	
Corvallis, City of	35.5	10.0	1.5	12.0	472.0	N/A	12.0	872.0	
Eugene, City of	35.0	11.0	N/A	12.0	440.0	40.0	12.0	960.0	
Lane Council of Governments	38.4	10.0	1.0	15.4	480.0	N/A	12.0	1100.0	
Lane County	30.0	9.0	1.0	N/A	2x ann. accr.	80.0	N/A	N/A	PTO system used
Lincoln County	34.0	10.0	N/A	12.0	384.0	40.0	12.0	1440.0	
Linn County	37.5	10.5	2.0	13.0	320.0	40.0	12.0	N/A	
Marion County	37.0	10.0	2.0	13.0	250.0	80.0	12.0	N/A	
Mid-Willamette Valley Council of Governments	38.0	13.0	1.0	12.0	320.0	One-half of ann. accr.	12.0	1040.0	
NorthWest Senior & Disability Services	40.0	11.0	5.0	12.0	300.0	40.0	12.0	None	
Polk County	38.5	10.5	4.0	12.0	250.0	40.0	12.0	None	
Rogue Valley Council of Governments	36.0	12.0	N/A	12.0	384.0	25% of yr. end balance	12.0	None	
Salem, City of	36.0	10.0	2.0	12.0	380.0	N/A	12.0	None	
State of Oregon	39.0	11.0	4.0	12.0	350.0	40.0	12.0	None	
Oregon Cascades West Council of Governments	37.5	11.5	2	12	300	Up to 25% twice per year	12	None	
Market Average - Surveyed Organizations	35.5	10.4	2.3	11.9	342.1	60.0	11.6	958.0	Black - between 95% and 105% of the market average
OCWCOG as a percentage of Market Average	105.5%	110.1%	86.2%	100.8%	87.7%		103.6%		Red - below 95% of the market average
Adjustment to 100% of Market Average	-5.5%	-10.1%	13.8%	-0.8%	12.3%		-3.6%		Green - above 105% of the market
Market Median - Surveyed Organizations	36.0	10.0	2.0	12.0	328.0	40.0	12.0	960.0	Black - between 95% and 105% of the market median
OCWCOG as a percentage of Market Median	104.2%	115.0%	100.0%	100.0%	91.5%		100.0%		Red - below 95% of the market median
Adjustment to 100% of Market Median	-4.2%	-15.0%			8.5%				Green - above 105% of the market median

**POSITION DESCRIPTION SUMMARY
OCWCOG SALARY STUDY
2023**

OCWCOG Job Title	Position Description and Minimum Qualifications
Accounting Specialist	Performs highly technical accounting services in support of the Agency's Finance Department. Responsible for accounts payable functions, vendor communication and relationships, accounts receivable and cash receipting, loan payment, processing loan disbursements, bank activity, and periodic financial reports. Assignments may include processing and preparing payroll as a backup function. MQ: High school diploma or equivalent and a minimum of five (5) years of accounting/booking experience.
Administrative Assistant - CED	Provides reception, clerical and computer software support for Community and Economic Development Department. Performs a variety of administrative and clerical duties in support of Community and Economic Development section, e.g., prepares reports, completes forms, maintains mailing lists and various databases, and provides data entry and processing. Works on special projects. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
Administrative Assistant - Ride Line	Provides a variety of clerical and administrative duties in support of Cascades West Ride Line. MQ: Completion of high school or equivalent, and one year of clerical experience.
Administrative Assistant - CSP	Performs a variety of administrative support, including but not limited to, triaging incoming calls across the Department, data compilation and grant reporting, fundraising and event planning, and community outreach. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
Administrative Assistant - CSP (Stand By Me)	Performs a variety of administrative support for financial coaching program Stand Be Me-Oregon, including but not limited to, triaging incoming calls, data compilation and grant reporting, and community coaching and volunteer outreach. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
Administrative Assistant - Finance	Performs a variety of Finance administrative and clerical duties in support of the Finance Department, e.g., download and format reports, processes daily incoming and outgoing mail, completes forms, maintains agency archive processes, data entry and processing. Provides budget support to the Finance Director and Executive Director. Provides administrative support for a variety of special projects. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
Administrative Assistant - SDS	Provides a variety of administrative, clerical, and computer software support for the Senior and Disability Services Program. E.g., prepares reports, completes forms, compiles information for analysis, maintains mailing lists and various databases, provides data entry and processing. Works on special projects as assigned. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
Administrative Specialist 2 (Prog. QA)	Performs a variety of complex clerical-related administrative support functions for the Senior and Disability Services program and provides backup support to the Clerical Support Supervisor with technical or minor tasks. E.g., prepares reports, completes forms, compiles information for analysis, maintains mailing lists and various databases, and provides data entry and processing. Works on special projects as assigned. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of the position.
ADRC Specialist	Provides initial screening for all potential consumers looking for information related to aging and disability services in the community including information and assistance, referral to other agencies, and referral to appropriate individuals within the Senior and Disability Services program. Interviews consumers by telephone, and in their homes as needed, to help gather information to identify needs. MQ: Bachelor's degree preferred, or associate degree plus three (3) years' experience in social services, along with experience in customer relations, call management, information and assistance or related field that includes phone assessment and triage skills.
Application Support Analyst	Responsible for the implementation, maintenance, and ongoing support of various enterprise applications for the agency. Exercises independent judgment in determining appropriate actions to be taken in maintenance of applications and may provide training on use of applications to various staff. Works closely with other tech staff to ensure user permissions, network resources, and cloud services are provided as needed to support applications. Manages projects for implementation of new applications, enhancements to existing applications, or the roll out of new features. MQ: Five (5) years of information systems experience performing development, maintenance, and support for software applications.
APS Specialist	Investigates, provides intervention and reporting of abuse against people with disabilities and older adults as required under state and federal mandate. MQ: Bachelor's degree with emphasis in human, social, behavioral, or criminal sciences. Course work in social services, geriatrics, and health care or experience providing a knowledge of medical terminology affecting protected populations and/or investigative processes.
Brokerage Scheduler	Schedules non-emergency ride requests with Transportation Providers under contract to Cascades West Ride Line. This service arranges for non-emergency transportation services for senior citizens, people with disabilities, Medicaid eligible clients and others. Coordinates and arranges requests into daily schedules and works with Providers to assign vehicles and drivers. Provides assistance and back up to the Customer Service Representatives (CSR.) MQ: Graduation from a four-year college or university with at least two years experience in a service related job; OR, accreditation as a CVSO for one year.
Case Aide - APS	Provides assistance to the Senior & Disability Services Eligibility and Case Management - Adult Protective Services unit staff. MQ: Graduation from high school or equivalent, and three years' experience.
Case Aide - Medicaid	Provides assistance to the staff in specific units within the Senior & Disability Services Program. MQ: Graduation from high school or equivalent, and three years' experience.
Case Manager	Provides initial service eligibility and ongoing case management with financial eligibility coordination to individuals needing personal care assistance to promote quality of life, independence and care in the least restrictive setting. Works with Medicaid payment/ tracking systems, Consumer Assessment and Planning Systems (CAPS), as well as related forms and terminal screens. MQ: Bachelor's degree, with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or medical terminology affecting the elderly and/or people with disabilities is preferred.
Communications Specialist	Plans and executes internal and external public information activities of the Council of Governments, including production of staff messages, newsletters, program brochures, audio-visual presentations, and news releases. MQ: Completion of Associates Degree in Business or Public Administration, Public Relations, Marketing, Journalism, Communications, or the Behavioral or Social Sciences or related degree and one year of training and/or experience in preparing newsletters, reports and news releases.
Community Outreach Coordinator	Serves as liaison between the Spanish speaking community, stakeholders, and agencies serving the community. Is in charge of maintaining an annual work program and outreach events calendar. Attends community events to promote and educate about the program services. Reports on outreach, lessons learned, and provides recommendations for future efforts. MQ: Graduation from a four-year college or university with at least two years experience in a service related job; OR, accreditation as a CVSO for one year.
Contracts Coordinator	Serves as a primary point of contact in relation to agency-wide contracts. Assists project directors and managers in preparing, monitoring, and evaluating contracts and grants. Maintains contract management processes, systems and software, including project budgets, budget monitoring and tracking, invoicing systems. Meets deadlines consistently and timely. Routinely handles confidential information.

**POSITION DESCRIPTION SUMMARY
OCWCOG SALARY STUDY
2023**

OCWCOG Job Title	Position Description and Minimum Qualifications
	MQ: Bachelor's degree in public administration, public policy or business administration, plus two (2) years' experience in the preparation, administration and monitoring of contracts and grants.
Customer Service Coordinator	Serves as primary contact to the Transportation Brokerage Specialists for inquiries, assistance, and training. Will track and monitor call recordings as well as onboard new hires of Ride Line and provide continuing training for Ride Line. MQ: Graduation from high school or equivalent, plus two years professional office experience or training.
Customer Service Representative	Arranges for non-emergency medical transportation services for senior citizens, people with disabilities, Medicaid eligible clients and others. Handles incoming calls, checks client eligibility, posts ride requests for transportation services, selects the most appropriate transportation provider and schedules rides using specialized software. MQ: Completion of high school, or equivalent, and two years of experience demonstrating knowledge, skills, and abilities for the position.
Diversion & Transition Coord	Provides diversion case management services to prevent long-term nursing facility residency. Assesses Medicaid clients residing in a nursing facility for possible transition to a lower level of care. Works with community partners including hospital discharge planners to develop resources and services for clients to transition to the care setting of choice including in-home and community-based placement. MQ: Bachelor's degree in social work or related field plus three (3) years of Senior and Disability Services case management.
Economic Recovery Coordinator	Works with local city and county governments, local economic development offices, workforce partners, and state partners including Regional Solutions, OEDA, and League of OR Cities to help implement resiliency projects. Builds and strengthens regional collaborations among government agencies, nonprofit organizations, and businesses; Assists in planning for and funding key economic infrastructure such as broadband expansion. Aids in implementing the CEDS for the region. Develops and manages grant programs including EDA, Business Oregon, and Ford Family Foundation grants. MQ: Graduation from a four-year college or university in planning, public or business administration, economics or field related to job duties experience; master's degree preferred; AND A minimum of two years related experience in the field.
Eligibility Specialist - CSP AmeriCorps Seniors	Serves as an Eligibility Specialist for AmeriCorps Seniors. Routinely handles confidential information. MQ: Graduation from high school or equivalent and two years responsible clerical experience.
Eligibility Specialist - SDS	Performs specialized financial eligibility functions including in-person or phone interviews and collection/verification of financial information to make initial eligibility determination and/or complete ongoing financial reviews. Access various state and federal database systems to collect/report data and issue state and federal benefits. MQ: Graduation from a four-year college or university with major course work in social services preferred and/or any satisfactory equivalent combination of education, training and experience which demonstrates the knowledge, skills and abilities to perform the duties of the job.
ERC Consultant	Performs specialized financial eligibility functions including in-person or phone interviews and collection/verification of financial information to make initial eligibility determination and/or complete ongoing financial reviews. Access various state and federal database systems to collect/report data and issue state and federal benefits. MQ: Graduation from a four-year college or university with major course work in social services preferred and/or any satisfactory equivalent combination of education, training and experience which demonstrates the knowledge, skills and abilities to perform the duties of the job.
Executive Assistant - CED	Provides executive support to the Community Development Director, program managers, and the MPO Director as well as various Boards and staff. Performs program project invoicing and reports, reception, software support, database maintenance, and clerical duties in support of the CED program. MQ: Completion of at least two years of college and five years of progressively responsible experience in secretarial and general administrative activities supplemented by secretarial or business training.
Executive Assistant - SDS	Provides a broad range of program and administrative support to the Senior and Disability Services Director and management team. Performs project invoicing, data consolidation, quarterly reporting, and research and document development. MQ: Completion of at least two years of college and five years of progressively responsible experience in secretarial and general administrative activities supplemented by secretarial or business training.
Facilities Maintenance Coordinator	Provides maintenance, general support and safety in maintaining OCWCOG owned and leased office building(s), facility grounds and equipment. Performs uncomplicated repairs, minor exterior maintenance, moving and adjusting equipment and materials, and shipping/receiving of materials. Contracts for repairs, maintenance and landscaping work which require skills, time or resources beyond the capacity of the Facilities Maintenance Coordinator. MQ: High school diploma or equivalent plus three (3) years of experience in property management or facilities operations.
GIS Analyst/Planner	The GIS Analyst/Planner performs professional GIS duties to support transportation plans and projects within the Community and Economic Development Department. This includes but is not limited to demographic data collection and analysis, transportation asset mapping, assistance with grant applications, survey research, and land use mapping. MQ: Graduation from a four-year college or university with a Bachelor's degree in planning, public or business administration, economics, computer science, geography, GIS or field related to job duties and a minimum of two years related experience.
Housing Supports Specialist	Manages a caseload comprised of adults with disabilities and/or senior citizens eligible for Medicaid Long Term Care Services and Supports. Provides additional focus to consumers in need of support navigating the housing search process, application, and move-in process. Housing Support Services include yet are not limited to conducting a tenant screening and housing assessment, developing an individualized housing support plan, developing a housing support crisis plan, identifying and sharing resources, assisting with application processes and move details, offering education and training, coaching and providing assistance, and advocating. MQ: Bachelor's degree, with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or medical terminology affecting the elderly and/or people with disabilities is preferred.
In Home Assistant	Provides unit administrative support functions for In-Home Services Program. Maintains current, accurate provider files. Acts as a QED to initiate criminal-records checks for client-employed provider applicants. Provides data entry, form completion, claims review, technical assistance, and general resolution for CEP screens MMIS systems, OR PTC DCI and more. MQ: Graduation from high school or equivalent, and three years experience.
Information Systems Specialist	Provides operations management for the agency computer network, telephone system, workstations, and related services. Acts in a lead capacity to provide technical services to staff consistent with agency service level agreements. Maintains agency network and telephone systems for optimum operation, security and availability. Oversees the work of contractors and business partners who may from time to time install and maintain network components. Exercises independent judgment in determining appropriate actions to be taken in maintenance of technology and related services assigned to department. MQ: Five (5) years of information systems experience directly related experience.
Licensing & Monitoring Specialist	Licenses and re-licenses adult foster homes. Responsible for recruitment, orientation, and monitoring of adult foster homes throughout the Linn, Benton and Lincoln County areas. MQ: Graduation from high school or equivalent, and three years experience.

**POSITION DESCRIPTION SUMMARY
OCWCOG SALARY STUDY
2023**

OCWCOG Job Title	Position Description and Minimum Qualifications
Meal Site Manager	Manages the day-to-day operation of a meal site serving two days per week for Dining Room and Meals on Wheels. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information. MQ: Graduation from high school or equivalent and minimum two years' experience in a volunteer or paid supervisory position, plus experience in working with older adults.
Meals on Wheels Clerical Specialist	Performs a variety of clerical duties in support of Meals on Wheels, e.g., prepares reports, completes forms, maintains mailing lists and various databases, provides data entry, and processing. MQ: Completion of high school, or equivalent, and one year of clerical experience.
Meals On Wheels Coordinator	Performs eligibility determinations for home delivered meals. Re-assesses individuals for eligibility to receive meals. Maintains accurate records and reports on a regular basis. MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.
MPO Planner	Performs professional transportation planning tasks for the designated Area Metropolitan Planning Organization (MPO) Region. Work includes developing and updating required plans and policies, grant writing and management, meeting preparation and facilitation, internal and external communication, and program administration and budgeting. MQ: Bachelor's degree in urban planning, public policy, public transportation, transportation planning, active transportation, or a related field; Master's degree in a related field is preferred.
Money Management Coordinator	Provides day-to-day coordination of the Money Management Program, including acting as the primary contact for all program volunteers. Recruits and trains volunteers to provide one-on one money management services to seniors and people with disabilities. Coordinates Representative Payee Consumer's Accounts. Coordinates the program according to State of Oregon Department of Human Services (ODHS) and Social Security standards and guidelines and plays a key role in its successful implementation. Routinely handles confidential information. MQ: Two (2) years demonstrated professional experience providing guidance or training regarding personal finances, and two (2) years demonstrated success working with and training volunteers.
Network Security Engineer	Provides network, data telecommunication and security support, and desktop support for the entire agency, city and county customers. Responsible for the design, administration, operational support and troubleshooting of all OCWCOG networks and network communication devices, network administration, network security, firewalls, VPN, telecommunications and IP telephony for all OCWCOG program areas. Also provides technical leadership for the Technology Services team through building trust, fostering teamwork, mentoring, coordinating and advising teammates. MQ: Four (4) years of information systems experience in network and security systems design, administration, support and customer service.
Office Support Specialist - CSP/MM	Provides clerical support to the Money Management Coordinator. Routinely handles confidential information. Follows policy and procedures. Makes recommendations for process improvement. MQ: Completion of high school, or equivalent, and six (6) months of paid and/or volunteer clerical experience; one year of clerical experience.
Office Support/Receptionist	Serves as a first point of contact for OCWCOG and consumers. Provides phone and front desk reception and a variety of other clerical duties in support of the Albany Senior and Disability Services programs. Routinely handles confidential information. MQ: Completion of high school, or equivalent, and one year of clerical experience.
Payroll Clerk	Performs administrative and accounting services in support of the Finance Department. Responsible for Agency's payroll processing, deductions and withholdings and reconciliation of payroll-related accounts. Other related functions include general ledger account review and budget preparation support. Works closely with human resources, department directors and supervisors, and directly with employees. Routinely handles confidential information. MQ: High school diploma or equivalent, preferably supplemented by college or business school training in bookkeeping or accounting. Three years of responsible accounting/bookkeeping experience. Experience in processing payroll and related required payroll reports.
Project Manager	Serves as a technical resource for all agency programs providing the full spectrum Project Management. May actively manage the day-to-day progress of projects, or act as a resource providing tools and guidance for ongoing projects in the agency. May serve as an external resource to agency partners as needed. MQ: Three (3) or more years of progressively responsible experience managing and/or coordinating projects; OR Bachelor's degree in a related field + 2 years' experience managing and/or coordinating projects.
Provider Relations Coordinator	Serves as liaison between the Brokerage Ride Line team and its transportation providers. Acts as lead staff for provider communications and is in charge of coordinating provider contract updates and ensuring providers are under compliance by conducting provider audits, vehicle inspections, and processing driver background checks. Processes weekly provider billings and checks for accuracy. Reviews and responds to customer service incidents reports related to providers. Provides data to supervisors as requested for state reporting's and audits. MQ: Completion of high school or equivalent, and two years professional office experience.
QA Case Manager	Provides training on basic processes and procedures to trainees and ongoing workers in the Case Management Unit. Works with management team to identify training goals and needs, develop and deliver training in the areas of agency service practices and State Medicaid policy. Develops tools to analyze training goals and outcomes. Routinely handles confidential information. MQ: Graduation from a four-year college or university with emphasis in social services. Course work in geriatrics, elderly health care and gerontology, or experience providing a general knowledge of the elderly and/or people with disabilities, and/or medical terminology affecting the elderly and/or people with disabilities is required, plus two (2) years case management experience.
Roving Meal Site Manager	Manages the day-to-day operation of a meal site serving five days per week for Dining Room and Meals on Wheels in Linn and Benton Counties. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information. MQ: Graduation from high school or equivalent and minimum two years' experience in a volunteer or paid supervisory position, plus experience in working with older adults.
Senior Loan Officer	Performs professional economic development activities within the areas of business finance, economic development promotion, and program coordination. Provides oversight and management of the Small Business Finance Lending Program. Works with Chambers, community groups, banking institutions, and media to educate and promote the business lending programs. MQ: Graduation from a four- year college or university in business administration, finance, economics, or field related to job duties plus 2three (3) years of experience in commercial lending.
Senior Meals Coordinator - MSM Combo	Performs eligibility determinations for home delivered meals. Re-assesses individuals for eligibility to receive meals. Maintains accurate records and reports on a regular basis. Manages the day-to-day operation of a meal site serving three days per week for Dining Room and Meals on Wheels. Coordinates all meal related activities including volunteer recruitments and training, community relations, record keeping and fund-raising. Routinely handles confidential information.

**POSITION DESCRIPTION SUMMARY
OCWCOG SALARY STUDY
2023**

OCWCOG Job Title	Position Description and Minimum Qualifications
Systems Administrator	<p>MQ: Completion of high school or equivalent, and two years experience which demonstrates knowledge, skills, and abilities of position.</p> <p>Provides expert server, cloud, and application support, as well as and desktop support for the entire agency, city, and county customers. Responsible for the design, secure administration, operational support and troubleshooting of all OCWCOG on-premise and cloud-provisioned server and application services to meet OCWCOG program area and customer needs. Ensures mission critical applications, licensing and services are available to the agency consistent with industry standards. Works closely with the Network Security Engineer to provide technical leadership for the Technology Services team through building trust, fostering teamwork, mentoring, coordinating and advising teammates.</p>
Transportation Options Outreach Coordinator	<p>MQ: Bachelor's degree in Computer Science, Business Information Technologies, or related field. At least three years working in IT related positions, with direct experience with servers, virtual machines, cloud systems, and working in a secure windows environment.</p> <p>Facilitates the majority of work for the Cascades West Transportation Options (CWTO) programming for Linn, Benton, and Lincoln Counties. CWTO programming includes employer transportation options outreach and support, rideshare program administration, bikeshare/micromobility programming, and transportation planning work.</p> <p>MQ: Graduation from a two-year college or university with emphasis in transportation planning, public administration, or a related field. Bachelor's degree preferred. Minimum one year transportation planning experience preferred.</p>
Veteran Service Officer	<p>Performs specialized eligibility functions including initial eligibility determinations for VA compensation, pension, medical benefits, annual income/medical expense reviews. Works with related Veterans Administration rules, regulations and forms and computer programs.</p> <p>MQ: Graduation from a four-year college or university with at least two years experience in a service related job; OR, accreditation as a CVSO for one year.</p>
Workstation Support Specialist	<p>Provides technical support to both agency and organizations under contract. This position uses the department's technology support system to identify and track hardware, software, telephone, and hand-held device issues. Installs and maintains desktop level hardware and software as required.</p> <p>MQ: Three (3) years of information systems experience in desktop support and customer service.</p>

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1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720 • FAX (541) 967-6123

MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Board of Directors and Budget Committee
FROM: Finance Director, Marit Nelson
RE: **Fiscal Year 2023-24 Supplemental Budget**

In June, the Board of Directors gave Executive Director Vogt permission to move forward with the assistance of a small committee of Board members to begin negotiating the purchase of real property in Corvallis up to \$2.4 million. The property, located on NW 9th Street, has been toured by representatives from OCWCOG programs, technology services, administration, and CSC. It includes an office space as well as a residential rental home.

Over the course of the past five to six weeks, OCWCOG has made an offer and began the process of scheduling inspections, engaging a title company, and reviewing documents on the property provided by the seller. It is our expectation that minor maintenance will be required by the seller on the main office building. The residential rental will be vacant as of July 31, 2023.

Final closing is estimated to take place on or about August 25, 2023. In order to finalize the purchase and maintenance, and possible improvements (safety doors, etc.) expected for the property, the FY 2023-24 budget requires adjustment to appropriate funding to the Building Fund.

The following adjustments are recommended for your consideration:

Increase to Beginning Fund Balance and Rent Income of \$188,580.

- Projections to ending fund balance for FY 2023 were lower than currently trending for the fiscal year close. It is expected that accrued revenue and interfund transfers will exceed what was originally projected for beginning balances in FY 2024. It is also expected that CSC will rent several spaces at the Corvallis building. A mid-year estimation for additional rent has been calculated.

Increase to Materials and Services of \$50,900.

- Increasing costs associated with building maintenance, insurance, janitorial and utilities has been factored in for the first year following purchase.

Increase to Capital Purchase and Building Improvements of \$2,301,250.

- Building purchase of \$2,250,000 and projected correlating expenses that could be required following purchase.

Decrease to Operating Contingency of \$50,000.

- Appropriate contingency funding to support the above-mentioned possible maintenance, repairs, and improvements necessary to occupy the proposed purchase.

This recommendation for FY 2023-24 Supplemental Budget is presented for your review and approval. Thank you for your time and feedback. If you have questions or need additional clarification, please feel free to let me know.

Oregon Cascades West Council of Governments
Agency
Consolidated Supplemental Budget FY 2023-24

Description	2024 Adopted	2024 Supplemental	CED Supplemental	SDS Supplemental	Non-Departmental Supplemental	General Admin Consolidated	Lending Consolidated	CSP Consolidated	Tech Consolidated	Reserve Consolidated	Value Change
Beg Bal - Restricted for Contracts	3,959,346	3,703,498	3,518,772	17,315	0	0	0	167,411	0	0	(255,848)
Beg Bal-Restricted for Grants	38,280	38,280	0	0	0	8,000	0	30,280	0	0	0
Beg Bal-Restricted for Other	3,005,050	4,130,050	0	0	3,349,081	0	538,071	242,898	0	0	1,125,000
Beg Bal-Restricted for Reserve	5,842,258	3,631,036	0	0	0	195,794	0	0	0	3,435,242	(2,211,222)
Beg Bal-Unrestricted	3,835,449	5,346,099	99,938	4,929,552	74,714	0	0	146,464	95,431	0	1,510,650
Beg Bal-Restricted Reconcile	196,520	196,520	0	0	0	196,520	0	0	0	0	0
Borrowers Fees	4,000	4,000	0	0	0	0	4,000	0	0	0	0
Contract Revenue	2,160,963	2,160,963	564,025	0	0	66,260	49,500	1,284,998	196,180	0	0
Coordinated Care	14,000,000	14,000,000	14,000,000	0	0	0	0	0	0	0	0
CCO Metrics Income	0	0	0	0	0	0	0	0	0	0	0
Dept of Land Conserv Dev	50,000	50,000	50,000	0	0	0	0	0	0	0	0
Donations	173,646	173,646	0	0	0	0	0	173,646	0	0	0
Dues	363,315	363,315	108,000	238,000	0	17,315	0	0	0	0	0
Dues Special Projects	0	0	0	0	0	0	0	0	0	0	0
Economic Development Administration	75,000	75,000	75,000	0	0	0	0	0	0	0	0
Environmental Protection Agency	250,000	250,000	250,000	0	0	0	0	0	0	0	0
Federal Match	84,000	0	0	40,000	0	0	0	44,000	0	0	0
Fee for Service	124,560	124,560	12,000	0	46,200	0	0	9,000	57,360	0	0
Grant Revenue	365,126	365,126	225,000	0	0	0	0	140,126	0	0	0
Indirect Income	3,089,750	3,089,750	0	0	0	2,109,750	0	0	980,000	0	0
Interest Revenue	430,000	430,000	0	0	0	300,000	130,000	0	0	0	0
Internal Transfer	27,405	27,405	0	0	0	0	0	27,405	0	0	0
Loan Fees	6,000	6,000	0	0	0	0	6,000	0	0	0	0
Loan Packaging Fees	0	0	0	0	0	0	0	0	0	0	0
Match Revenue	630,000	630,000	600,000	0	0	0	0	30,000	0	0	0
Oregon Business Developmt Dept	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous Revenue	294,608	294,608	7,564	238,173	23,463	0	0	25,408	0	0	0
ODOT	3,571,433	3,571,433	3,571,433	0	0	0	0	0	0	0	0
Older American Act	1,420,000	1,420,000	0	0	0	0	0	1,420,000	0	0	0
Oregon Project Independence	1,848,541	1,848,541	0	0	0	0	0	1,848,541	0	0	0
Program Administration	150,000	150,000	0	0	0	0	150,000	0	0	0	0
Program Meals Revenue	240,000	240,000	0	0	0	0	0	240,000	0	0	0
Rent Income	787,297	807,297	0	0	807,297	0	0	0	0	0	20,000
Senior Meals XIX	650,000	650,000	0	0	0	0	0	650,000	0	0	0
Siletz Revenue	8,064	8,064	0	0	0	0	0	8,064	0	0	0
Service Fees	5,920	5,920	0	0	0	0	5,920	0	0	0	0
Special Event Revenue	20,000	20,000	0	0	0	20,000	0	0	0	0	0
Title XIX	15,905,339	15,905,339	630,000	15,116,339	0	0	0	159,000	0	0	0
Transfers In	1,724,819	1,724,819	1,626,388	34,461	0	0	0	63,970	0	0	0
USDA	87,000	87,000	0	0	0	0	0	87,000	0	0	0
Veterans	114,112	114,112	0	0	0	0	0	114,112	0	0	0
REVENUE	65,537,803	65,726,383	25,338,121	20,613,840	4,300,755	2,913,639	883,491	6,912,323	1,328,971	3,435,242	188,580
Leave Benefits	0	0	0	0	0	0	0	0	0	0	0
Fringe Benefits	8,501,352	8,501,352	1,031,357	5,137,849	61,494	772,017	41,000	1,188,920	268,715	0	0
Insurance Benefits	0	0	0	0	0	0	0	0	0	0	0
PERS Benefits	0	0	0	0	0	0	0	0	0	0	0
PERS Reserve	0	0	0	0	0	0	0	0	0	0	0
Executive Director	186,588	186,588	0	0	0	186,588	0	0	0	0	0
Accounting Clerk II	46,879	46,879	0	0	0	46,879	0	0	0	0	0
Accounting Specialist	51,750	51,750	0	0	0	51,750	0	0	0	0	0
Administrative Assistant	628,581	628,581	198,601	220,483	0	47,072	2,200	160,224	0	0	0
ADRC Specialist	334,097	334,097	0	190,233	0	0	0	143,864	0	0	0
Adult Protective Services Spec	946,016	946,016	0	946,016	0	0	0	0	0	0	0
AFH Licensing Worker	147,878	147,878	0	147,878	0	0	0	0	0	0	0
Assist. Loan Officer	70,000	70,000	0	0	0	0	70,000	0	0	0	0
Assistant Planner	169,115	169,115	169,115	0	0	0	0	0	0	0	0

Oregon Cascades West Council of Governments
Agency
Consolidated Supplemental Budget FY 2023-24

Description	2024 Adopted	2024 Supplemental	CED Supplemental	SDS Supplemental	Non-Departmental Supplemental	General Admin Consolidated	Lending Consolidated	CSP Consolidated	Tech Consolidated	Reserve Consolidated	Value Change
Assistant VCO	127,371	127,371	0	0	0	0	0	127,371	0	0	0
Business Officer	77,713	77,713	0	0	0	77,713	0	0	0	0	0
Case Aide	311,855	311,855	0	311,855	0	0	0	0	0	0	0
Case Manager	3,104,016	3,104,016	0	2,906,781	0	0	0	197,235	0	0	0
CED Planner	374,996	374,996	374,996	0	0	0	0	0	0	0	0
Clerical Specialist	385,782	385,782	0	288,923	0	0	0	96,858	0	0	0
Clerical Supervisor	245,751	245,751	159,107	0	0	82,444	4,200	0	0	0	0
Clerical Support Supervisor	78,049	78,049	0	78,049	0	0	0	0	0	0	0
Conf. Executive Assistant	73,368	73,368	0	0	0	73,368	0	0	0	0	0
Contracts Coordinator	122,590	122,590	0	0	0	122,590	0	0	0	0	0
Data Analyst	31,439	31,439	0	0	0	31,439	0	0	0	0	0
Eligibility Specialist	1,350,663	1,350,663	0	1,228,621	0	0	0	122,042	0	0	0
Executive Assistant	59,280	59,280	0	29,640	0	0	0	29,640	0	0	0
Facility Maint. Coordinator	96,824	96,824	0	0	96,824	0	0	0	0	0	0
GIS Planner	7,977	7,977	0	7,977	0	0	0	0	0	0	0
In Home Assistant	205,903	205,903	0	205,903	0	0	0	0	0	0	0
Diversion & Transition Coord	321,443	321,443	0	321,443	0	0	0	0	0	0	0
Information Support Specialist	67,532	67,532	0	0	0	0	0	0	67,532	0	0
Lead Case Manager	157,830	157,830	0	157,830	0	0	0	0	0	0	0
Lead Eligibility Specialist	66,499	66,499	0	0	0	0	0	66,499	0	0	0
Lead Trans Brokerage Spec.	57,157	57,157	57,157	0	0	0	0	0	0	0	0
Loan Officer	0	0	0	0	0	0	0	0	0	0	0
Meal Site Manager 1	0	0	0	0	0	0	0	0	0	0	0
Meal Site Manager 3	258,784	258,784	0	0	0	0	0	258,784	0	0	0
Medical Resource Worker	51,513	51,513	51,513	0	0	0	0	0	0	0	0
Money Management Coordinator	53,612	53,612	0	0	0	0	0	53,612	0	0	0
Network Support Specialist	226,314	226,314	0	0	0	0	0	0	226,314	0	0
Personnel Manager	125,284	125,284	0	0	0	125,284	0	0	0	0	0
Program Director	586,546	586,546	122,853	154,063	15,232	123,005	0	0	171,393	0	0
Program Manager	352,587	352,587	0	113,499	0	0	0	239,089	0	0	0
Program Supervisor	968,085	968,085	0	704,863	0	0	0	263,221	0	0	0
Project Manager	61,922	61,922	0	0	0	61,922	0	0	0	0	0
Public Information Officer	79,067	79,067	0	0	0	79,067	0	0	0	0	0
Relief Site Manager	11,888	11,888	0	0	0	0	0	11,888	0	0	0
Senior Accountant	77,993	77,993	0	0	0	77,993	0	0	0	0	0
Senior Loan Officer	0	0	0	0	0	0	0	0	0	0	0
Senior Meals Coordinator	90,066	90,066	0	0	0	0	0	90,066	0	0	0
Senior Meals Supervisor	0	0	0	0	0	0	0	0	0	0	0
Software Support Specialist	0	0	0	0	0	0	0	0	0	0	0
Technology Support Specialist	0	0	0	0	0	0	0	0	0	0	0
Transportation Manager	96,780	96,780	96,780	0	0	0	0	0	0	0	0
Transportation Brokerage Spec.	514,409	514,409	514,409	0	0	0	0	0	0	0	0
Veterans Service Officer	0	0	0	0	0	0	0	0	0	0	0
Workstation Support Specialist	132,942	132,942	0	0	0	0	0	0	132,942	0	0
Extra Hire	176,448	176,448	20,000	156,448	0	0	0	0	0	0	0
PERSONNEL	22,270,532	22,270,532	2,795,889	13,308,353	173,550	1,959,131	117,400	3,049,313	866,896	0	0
Advertising	21,600	21,600	4,000	3,300	0	6,500	1,300	5,500	1,000	0	0
Auto Expense	17,000	17,000	0	0	0	0	0	17,000	0	0	0
Bank Charges	18,332	18,332	1,000	0	0	12,000	4,332	1,000	0	0	0
Board/Comm/Meeting Expense	39,600	39,600	4,000	2,500	0	31,100	0	2,000	0	0	0
Borrowers Fees Expense	4,100	4,100	0	0	0	0	4,100	0	0	0	0
CEP Contract	320,261	320,261	0	0	0	0	0	320,261	0	0	0
Computer Maintenance/Equipment	324,993	324,993	32,428	141,000	4,684	8,434	1,000	18,852	118,595	0	0
Contract Administration	4,000	4,000	4,000	0	0	0	0	0	0	0	0
Contract Expense	19,325,477	19,340,477	17,323,254	20,000	136,200	325,000	35,000	1,471,023	30,000	0	15,000
Copying	53,515	53,515	7,900	33,500	165	4,700	1,000	6,050	200	0	0
Dues and Memberships	77,300	77,300	5,500	60,000	0	10,000	0	1,800	0	0	0

Oregon Cascades West Council of Governments
Agency
Consolidated Supplemental Budget FY 2023-24

Description	2024 Adopted	2024 Supplemental	CED Supplemental	SDS Supplemental	Non-Departmental Supplemental	General Admin Consolidated	Lending Consolidated	CSP Consolidated	Tech Consolidated	Reserve Consolidated	Value Change
Equipment Expense	0	0	0	0	0	0	0	0	0	0	0
Finance Indirect	689,697	689,697	110,869	460,219	0	0	4,204	114,405	0	0	0
Furniture & Fixtures	32,800	32,800	5,000	24,500	0	3,000	0	0	300	0	0
Indirect Expense	1,428,799	1,428,799	229,682	953,405	0	0	8,709	237,003	0	0	0
Interest Expense	22,000	22,000	0	0	0	0	22,000	0	0	0	0
Insurance	105,482	115,482	0	0	110,000	0	0	5,482	0	0	10,000
Janitorial	84,800	94,200	3,200	3,000	85,000	0	0	3,000	0	0	9,400
Legal Expense	102,300	102,300	4,000	60,000	0	38,000	0	100	200	0	0
Licenses and Fees	560,322	560,322	183,975	67,745	900	131,400	3,450	16,300	156,552	0	0
Loan Admin Expense	150,000	150,000	0	0	0	0	150,000	0	0	0	0
Loan Legal Expense	0	0	0	0	0	0	0	0	0	0	0
Maintenance and Repair	79,700	89,700	2,000	1,000	75,000	0	0	8,700	3,000	0	10,000
Marketing Expense	1,500	1,500	1,000	0	0	0	500	0	0	0	0
Meal Delivery Travel	24,000	24,000	0	0	0	0	0	24,000	0	0	0
Postage	54,515	54,515	10,600	38,000	240	1,000	600	3,975	100	0	0
Printing	20,500	20,500	5,000	5,300	0	2,000	500	7,600	100	0	0
Rent	809,585	809,585	88,757	537,771	0	40,743	2,753	99,824	39,737	0	0
Resource Reserve	40,000	40,000	0	40,000	0	0	0	0	0	0	0
Stipend	150,000	150,000	0	0	0	0	0	150,000	0	0	0
Supplies	99,700	99,700	10,500	42,000	11,000	6,500	500	27,000	2,200	0	0
Special Event Expense	20,000	20,000	0	0	0	20,000	0	0	0	0	0
Technology Indirect	984,063	984,063	158,191	656,642	0	0	5,998	163,232	0	0	0
Telephone	198,856	198,856	13,712	91,500	584	5,000	1,500	29,200	57,360	0	0
Training	161,500	161,500	63,000	29,000	2,000	39,000	1,500	22,000	5,000	0	0
Travel	144,500	145,000	14,000	78,200	5,000	9,000	500	32,000	6,300	0	500
Transfers Out	1,696,777	1,696,777	1,617,777	14,000	65,000	0	0	0	0	0	0
Utilities	75,000	81,000	0	0	81,000	0	0	0	0	0	6,000
Volunteer Travel	30,000	30,000	0	0	0	0	0	30,000	0	0	0
Volunteer Recognition	26,000	26,000	0	0	0	0	0	26,000	0	0	0
Capital Purchase	122,000	2,372,000	0	0	2,300,000	13,000	0	0	0	59,000	2,250,000
Leasehold Improvements	201,675	252,925	0	0	231,925	0	0	0	21,000	0	51,250
Interest Payment	0	0	0	0	0	0	0	0	0	0	0
Principal Payment	0	0	0	0	0	0	0	0	0	0	0
Operating Contingency	2,063,492	2,013,492	925,026	11,907	700,000	200,000	25,000	151,559	0	0	(50,000)
MATERIALS AND EXPENSES	30,385,741	32,687,891	20,828,371	3,374,489	3,808,698	906,377	274,446	2,994,866	441,644	59,000	2,302,150
TOTAL EXPENSES	52,656,273	54,958,423	23,624,260	16,682,842	3,982,248	2,865,508	391,846	6,044,179	1,308,540	59,000	2,302,150
Unappropriated Ending Balance	12,881,529	10,767,959	1,713,861	3,930,998	318,507	48,131	491,645	868,145	20,431	3,376,242	(2,113,570)

Oregon Cascades West Council of Governments
Community and Economic Development
Consolidated Supplemental Budget FY 2023-24

Description	FTE	2024 Adopted	Planning	CAMPO	Rideline	AAMPO	Equip	Contracts	2024 Supplemental	Planning	CAMPO	Rideline	AAMPO	Equip	Contracts	Change
Beg Bal - Restricted for Contracts		3,774,620	0	898,736	1,617,777	891,174	169,933	197,000	3,518,772	0	898,736	1,617,777	891,174	94,933	16,152	(255,848)
Beg Bal-Restricted for Other		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Beg Bal-Unrestricted		99,938	99,938	0	0	0	0	0	99,938	99,938	0	0	0	0	0	0
Beg Bal-Restricted for Reserve		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dues		108,000	108,000	0	0	0	0	0	108,000	108,000	0	0	0	0	0	0
Fee for Service		12,000	0	0	12,000	0	0	0	12,000	0	0	12,000	0	0	0	0
Miscellaneous Revenue		7,564	0	3,782	0	3,782	0	0	7,564	0	3,782	0	3,782	0	0	0
Contract Revenue		564,025	312,025	0	252,000	0	0	0	564,025	312,025	0	252,000	0	0	0	0
Grant Revenue		225,000	225,000	0	0	0	0	0	225,000	225,000	0	0	0	0	0	0
Transfers In		1,626,388	8,611	0	0	0	0	1,617,777	1,626,388	8,611	0	0	0	0	1,617,777	0
Match Revenue		600,000	600,000	0	0	0	0	0	600,000	600,000	0	0	0	0	0	0
Oregon Business Developmt Dept		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ODOT		3,571,433	3,005,000	306,993	0	259,441	0	0	3,571,433	3,005,000	306,993	0	259,441	0	0	0
Coordinated Care		14,000,000	0	0	14,000,000	0	0	0	14,000,000	0	0	14,000,000	0	0	0	0
Dept of Land Conserv Dev		50,000	50,000	0	0	0	0	0	50,000	50,000	0	0	0	0	0	0
Economic Development Administration		75,000	75,000	0	0	0	0	0	75,000	75,000	0	0	0	0	0	0
Title XIX		630,000	0	0	630,000	0	0	0	630,000	0	0	630,000	0	0	0	0
Environmental Protection Agency		250,000	250,000	0	0	0	0	0	250,000	250,000	0	0	0	0	0	0
CCO Metrics Income		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
REVENUE		25,593,969	4,733,574	1,209,511	16,511,777	1,154,397	169,933	1,814,777	25,338,121	4,733,574	1,209,511	16,511,777	1,154,397	94,933	1,633,929	(255,848)
Leave Benefits		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fringe Benefits		1,031,357	265,162	58,562	657,364	50,269	0	0	1,031,357	265,162	58,562	657,364	50,269	0	0	0
Insurance Benefits		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PERS Benefits		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PERS Reserve		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Program Director	1.00	122,853	61,427	6,143	49,141	6,143	0	0	122,853	61,427	6,143	49,141	6,143	0	0	0
Contracts Coordinator	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical Supervisor	1.95	159,107	29,163	4,166	121,612	4,166	0	0	159,107	29,163	4,166	121,612	4,166	0	0	0
Assistant Planner	2.94	169,115	83,643	0	30,541	54,931	0	0	169,115	83,643	0	30,541	54,931	0	0	0
Information and Referral Spec	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Assistant	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Assistant	3.95	198,601	17,396	10,873	159,459	10,873	0	0	198,601	17,396	10,873	159,459	10,873	0	0	0
Transportation Manager	1.00	96,780	38,712	29,034	0	29,034	0	0	96,780	38,712	29,034	0	29,034	0	0	0
CED Planner	5.43	374,996	285,946	75,490	0	13,560	0	0	374,996	285,946	75,490	0	13,560	0	0	0
Medical Resource Worker	1.00	51,513	0	0	51,513	0	0	0	51,513	0	0	51,513	0	0	0	0
Lead Trans Brokerage Spec.	1.00	57,157	0	0	57,157	0	0	0	57,157	0	0	57,157	0	0	0	0
Transportation Brokerage Spec.	10.75	514,409	0	0	514,409	0	0	0	514,409	0	0	514,409	0	0	0	0
Extra Hire	0.00	20,000	0	10,000	0	10,000	0	0	20,000	0	10,000	0	10,000	0	0	0
PERSONNEL	29.02	2,795,889	781,449	194,268	1,641,196	178,976	0	0	2,795,889	781,449	194,268	1,641,196	178,976	0	0	0
Advertising		4,000	1,500	1,000	500	1,000	0	0	4,000	1,500	1,000	500	1,000	0	0	0
Auto Expense		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bank Charges		1,000	0	0	1,000	0	0	0	1,000	0	0	1,000	0	0	0	0
Board/Comm/Meeting Expense		4,000	1,500	1,000	500	1,000	0	0	4,000	1,500	1,000	500	1,000	0	0	0
CED Administration		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Computer Maintenance/Equipment		32,428	16,394	1,162	13,710	1,162	0	0	32,428	16,394	1,162	13,710	1,162	0	0	0
Contract Administration		4,000	0	0	4,000	0	0	0	4,000	0	0	4,000	0	0	0	0
Contract Expense		17,323,254	3,582,500	877,877	12,000,000	862,877	0	0	17,323,254	3,582,500	877,877	12,000,000	862,877	0	0	0
Copying		7,900	1,900	500	5,000	500	0	0	7,900	1,900	500	5,000	500	0	0	0
Dues and Memberships		5,500	3,000	1,000	500	1,000	0	0	5,500	3,000	1,000	500	1,000	0	0	0
Equipment Expense		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Finance Indirect		110,869	27,402	7,070	69,327	7,070	0	0	110,869	27,402	7,070	69,327	7,070	0	0	0
Indirect Expense		229,682	56,767	14,647	143,621	14,647	0	0	229,682	56,767	14,647	143,621	14,647	0	0	0
Furniture & Fixtures		5,000	0	0	5,000	0	0	0	5,000	0	0	5,000	0	0	0	0
Legal Expense		4,000	1,000	500	2,000	500	0	0	4,000	1,000	500	2,000	500	0	0	0
Licenses and Fees		183,975	4,695	2,500	174,280	2,500	0	0	183,975	4,695	2,500	174,280	2,500	0	0	0
Maintenance and Repair		2,000	0	1,000	0	1,000	0	0	2,000	0	1,000	0	1,000	0	0	0
Marketing Expense		1,000	0	0	1,000	0	0	0	1,000	0	0	1,000	0	0	0	0
Postage		10,600	100	250	10,000	250	0	0	10,600	100	250	10,000	250	0	0	0
Printing		5,000	1,000	500	3,000	500	0	0	5,000	1,000	500	3,000	500	0	0	0
Rent		88,757	19,388	8,374	55,786	5,209	0	0	88,757	19,388	8,374	55,786	5,209	0	0	0
Supplies		10,500	2,000	500	7,500	500	0	0	10,500	2,000	500	7,500	500	0	0	0
Technology Indirect		158,191	39,098	10,088	98,917	10,088	0	0	158,191	39,098	10,088	98,917	10,088	0	0	0
Telephone		13,712	2,394	700	10,000	618	0	0	13,712	2,394	700	10,000	618	0	0	0
Training		63,000	10,000	4,000	30,000	4,000	0	15,000	63,000	10,000	4,000	30,000	4,000	0	15,000	0
Travel		14,000	8,000	2,000	2,000	2,000	0	0	14,000	8,000	2,000	2,000	2,000	0	0	0
Janitorial		3,200	1,000	2,200	0	0	0	0	3,200	1,000	2,200	0	0	0	0	0
Transfers Out		1,617,777	0	0	1,617,777	0	0	0	1,617,777	0	0	1,617,777	0	0	0	0

Oregon Cascades West Council of Governments
Community and Economic Development
Consolidated Supplemental Budget FY 2023-24

Description	FTE	2024 Adopted	Planning	CAMPO	Rideline	AAMPO	Equip	Contracts		2024 Supplemental	Planning	CAMPO	Rideline	AAMPO	Equip	Contracts	Change
Operating Contingency		925,026	172,488	78,375	615,163	59,000	0	0		925,026	172,488	78,375	615,163	59,000	0	0	0
Capital Purchase		0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
Leasehold Improvements		0	0	0	0	0	0	0		0	0	0	0	0	0	0	0
MATERIALS AND SUPPLIES		20,828,371	3,952,126	1,015,243	14,870,581	975,421	0	15,000		20,828,371	3,952,126	1,015,243	14,870,581	975,421	0	15,000	0
TOTAL EXPENSES		23,624,260	4,733,575	1,209,511	16,511,777	1,154,397	0	15,000		23,624,260	4,733,575	1,209,511	16,511,777	1,154,397	0	15,000	0
Unappropriated Ending Balance		1,969,709	0	0	0	0	169,933	1,799,777		1,713,861	0	0	0	0	94,933	1,618,929	(255,848)

Oregon Cascades West Council of Governments
Senior & Disability Services
Consolidated Supplemental Budget FY 2023-24

Description	FTE	2024 Adopted	Admin	Albany XIX	Toledo XIX	Equipment	CAC
Beg Bal - Restricted for Contracts		17,315	0	0	0	0	17,315
Beg Bal-Restricted Reconcile		0	0	0	0	0	0
Beg Bal-Restricted for Reserve		0	0	0	0	0	0
Beg Bal-Unrestricted		5,630,124	2,211,222	3,305,373	85,622	27,907	0
Dues		238,000	0	148,750	89,250	0	0
Miscellaneous Revenue		238,173	0	184,255	53,919	0	0
Contract Revenue		0	0	0	0	0	0
Transfers In		34,461	4,461	0	0	0	30,000
Title XIX		15,116,339	234,739	11,567,616	3,188,984	125,000	0
Federal Match		40,000	40,000	0	0	0	0
REVENUE		21,314,412	2,490,422	15,205,994	3,417,775	152,907	47,315
Leave Benefits		0	0	0	0	0	0
Fringe Benefits		5,137,849	109,439	4,024,835	1,003,575	0	0
Insurance Benefits		0	0	0	0	0	0
PERS Benefits		0	0	0	0	0	0
PERS Reserve		0	0	0	0	0	0
Program Director	1.00	154,063	154,063	0	0	0	0
Program Manager	1.00	113,499	0	79,449	34,050	0	0
Program Supervisor	8.00	704,863	0	544,862	160,002	0	0
Administrative Assistant	4.00	220,483	0	163,591	56,893	0	0
ADRC Specialist	3.50	190,233	0	160,320	29,913	0	0
Adult Protective Services Spec	13.00	946,016	0	878,436	67,580	0	0
AFH Licensing Worker	2.00	147,878	0	147,878	0	0	0
Case Manager	43.11	2,906,781	0	2,099,922	806,859	0	0
Clerical Support Supervisor	1.00	78,049	0	54,634	23,415	0	0
Case Aide	7.00	311,855	0	263,206	48,649	0	0
Clerical Specialist	7.00	288,923	0	214,423	74,501	0	0
Contracts Coordinator	0.00	0	0	0	0	0	0
Diversion & Transition Coord	4.00	321,443	0	254,027	67,417	0	0
Eligibility Specialist	20.00	1,228,621	0	992,060	236,561	0	0
Executive Assistant	0.50	29,640	29,640	0	0	0	0
GIS Planner	0.15	7,977	7,977	0	0	0	0
In Home Assistant	4.00	205,903	0	145,463	60,440	0	0
Lead Case Manager	2.00	157,830	0	157,830	0	0	0
Extra Hire	-	156,448	0	123,122	33,326	0	0
PERSONNEL	121.26	13,308,353	301,118	10,304,057	2,703,178	0	0
Advertising		3,300	1,000	2,000	300	0	0
Board/Comm/Meeting Expense		2,500	1,000	1,000	500	0	0
Computer Maintenance/Equipment		141,000	0	0	0	141,000	0
Contract Expense		20,000	0	20,000	0	0	0
Copying		33,500	500	24,000	9,000	0	0
Dues and Memberships		60,000	60,000	0	0	0	0
Equipment Expense		0	0	0	0	0	0
Finance Indirect		460,219	6,306	354,164	99,749	0	0
Indirect Expense		953,405	13,064	733,698	206,643	0	0
Furniture & Fixtures		24,500	3,000	15,000	6,500	0	0
Insurance		0	0	0	0	0	0
Legal Expense		60,000	60,000	0	0	0	0
Licenses and Fees		67,745	4,000	52,000	11,745	0	0
Maintenance and Repair		1,000	0	0	1,000	0	0
Postage		38,000	0	29,000	9,000	0	0
Printing		5,300	0	5,000	300	0	0
Rent		537,771	44,212	332,021	161,538	0	0
Janitorial		3,000	0	3,000	0	0	0
Resource Reserve		40,000	40,000	0	0	0	0
Stipend		0	0	0	0	0	0
Supplies		42,000	2,000	25,000	15,000	0	0
Technology Indirect		656,642	8,997	505,323	142,322	0	0
Telephone		91,500	1,500	70,000	20,000	0	0
Training		29,000	15,000	10,000	4,000	0	0

2024 Supplemental	Admin	Albany XIX	Toledo XIX	Equipment	CAC	Change
17,315	0	0	0	0	17,315	0
0	0	0	0	0	0	0
0	0	0	0	0	0	-
4,929,552	1,510,650	3,305,373	85,622	27,907	0	(700,572)
238,000	0	148,750	89,250	0	0	0
238,173	0	184,255	53,919	0	0	0
0	0	0	0	0	0	0
34,461	4,461	0	0	0	30,000	0
15,116,339	234,739	11,567,616	3,188,984	125,000	0	0
40,000	40,000	0	0	0	0	0
20,613,840	1,789,850	15,205,994	3,417,775	152,907	47,315	(700,572)
0	0	0	0	0	0	0
5,137,849	109,439	4,024,835	1,003,575	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
154,063	154,063	0	0	0	0	0
113,499	0	79,449	34,050	0	0	0
704,863	0	544,862	160,002	0	0	0
220,483	0	163,591	56,893	0	0	0
190,233	0	160,320	29,913	0	0	0
946,016	0	878,436	67,580	0	0	0
147,878	0	147,878	0	0	0	0
2,906,781	0	2,099,922	806,859	0	0	0
78,049	0	54,634	23,415	0	0	0
311,855	0	263,206	48,649	0	0	0
288,923	0	214,423	74,501	0	0	0
0	0	0	0	0	0	0
321,443	0	254,027	67,417	0	0	0
1,228,621	0	992,060	236,561	0	0	0
29,640	29,640	0	0	0	0	0
7,977	7,977	0	0	0	0	0
205,903	0	145,463	60,440	0	0	0
157,830	0	157,830	0	0	0	0
156,448	0	123,122	33,326	0	0	0
13,308,353	301,118	10,304,057	2,703,178	0	0	0
3,300	1,000	2,000	300	0	0	0
2,500	1,000	1,000	500	0	0	0
141,000	0	0	0	141,000	0	0
20,000	0	20,000	0	0	0	0
33,500	500	24,000	9,000	0	0	0
60,000	60,000	0	0	0	0	0
0	0	0	0	0	0	0
460,219	6,306	354,164	99,749	0	0	0
953,405	13,064	733,698	206,643	0	0	0
24,500	3,000	15,000	6,500	0	0	0
0	0	0	0	0	0	0
60,000	60,000	0	0	0	0	0
67,745	4,000	52,000	11,745	0	0	0
1,000	0	0	1,000	0	0	0
38,000	0	29,000	9,000	0	0	0
5,300	0	5,000	300	0	0	0
537,771	44,212	332,021	161,538	0	0	0
3,000	0	3,000	0	0	0	0
40,000	40,000	0	0	0	0	0
0	0	0	0	0	0	0
42,000	2,000	25,000	15,000	0	0	0
656,642	8,997	505,323	142,322	0	0	0
91,500	1,500	70,000	20,000	0	0	0
29,000	15,000	10,000	4,000	0	0	0

Oregon Cascades West Council of Governments
Senior & Disability Services
Consolidated Supplemental Budget FY 2023-24

Description	FTE	2024 Adopted	Admin	Albany XIX	Toledo XIX	Equipment	CAC
Travel		78,200	1,200	50,000	27,000	0	0
Transfers Out		14,000	14,000	0	0	0	0
Operating Contingency		11,907	0	0	0	11,907	0
MATERIALS AND SUPPLIES		3,374,489	275,779	2,231,206	714,597	152,907	0
TOTAL EXPENSES		16,682,842	576,897	12,535,263	3,417,775	152,907	0
Unappropriated Ending Balance		4,631,570	1,913,525	2,670,730	0	0	47,315

2024 Supplemental	Admin	Albany XIX	Toledo XIX	Equipment	CAC	Change
78,200	1,200	50,000	27,000	0	0	0
14,000	14,000	0	0	0	0	0
11,907	0	0	0	11,907	0	0
3,374,489	275,779	2,231,206	714,597	152,907	0	0
16,682,842	576,897	12,535,263	3,417,775	152,907	0	0
3,930,998	1,212,953	2,670,730	0	0	47,315	(700,572)

Oregon Cascades West Council of Governments
Non-Departmental
Consolidated Budget FY 2023-24

Description	FTE	2024 Adopted	Albany	Toledo	Copier	2024 Supplemental	Albany	Toledo	Copier	Change
Beg Bal-Restricted for Other		2,224,081	1,981,833	111,375	130,873	3,349,081	3,106,833	111,375	130,873	1,125,000
Beg Bal-Restricted for Reserve		0	0	0	0	0	0	0	0	0
Beg Bal-Unrestricted		74,714	0	0	74,714	74,714	0	0	74,714	0
Fee for Service		46,200	0	0	46,200	46,200	0	0	46,200	0
Miscellaneous Revenue		23,463	23,463	0	0	23,463	23,463	0	0	0
Rent Income		787,297	613,944	173,353	0	807,297	633,944	173,353	0	20,000
REVENUE		3,155,755	2,619,240	284,728	251,787	4,300,755	3,764,240	284,728	251,787	1,145,000
Leave Benefits		0	0	0	0	0	0	0	0	0
Fringe Benefits		61,494	48,382	13,112	0	61,494	48,382	13,112	0	0
Insurance Benefits		0	0	0	0	0	0	0	0	0
PERS Benefits		0	0	0	0	0	0	0	0	0
PERS Reserve		0	0	0	0	0	0	0	0	0
Program Director	0.11	15,232	12,439	2,793	0	15,232	12,439	2,793	0	0
Accounting Clerk II	0.00	0	0	0	0	0	0	0	0	0
Facility Maint. Coordinator	2.00	96,824	75,593	21,231	0	96,824	75,593	21,231	0	0
Program Manager		0	0	0	0	0	0	0	0	0
PERSONNEL	2.11	173,550	136,414	37,136	0	173,550	136,414	37,136	0	0
Computer Maintenance/Equipment		4,684	2,342	2,342	0	4,684	2,342	2,342	0	0
Contract Expense		121,200	55,000	20,000	46,200	136,200	70,000	20,000	46,200	15,000
Copying		165	165	0	0	165	165	0	0	0
Furniture & Fixtures		0	0	0	0	0	0	0	0	0
Insurance		100,000	75,000	25,000	0	110,000	85,000	25,000	0	10,000
Janitorial		75,600	63,600	12,000	0	85,000	73,000	12,000	0	9,400
Licenses and Fees		900	450	450	0	900	450	450	0	0
Maintenance and Repair		65,000	40,000	25,000	0	75,000	50,000	25,000	0	10,000
Postage		240	240	0	0	240	240	0	0	0
Printing		0	0	0	0	0	0	0	0	0
Supplies		11,000	11,000	0	0	11,000	11,000	0	0	0
Telephone		584	500	84	0	584	500	84	0	0
Training		2,000	1,000	1,000	0	2,000	1,000	1,000	0	0
Travel		4,500	500	4,000	0	5,000	1,000	4,000	0	500
Utilities		75,000	59,000	16,000	0	81,000	65,000	16,000	0	6,000
Principal Payment		0	0	0	0	0	0	0	0	0
Interest Payment		0	0	0	0	0	0	0	0	0
Transfers Out		65,000	45,000	20,000	0	65,000	45,000	20,000	0	0
Operating Contingency		750,000	750,000	0	0	700,000	700,000	0	0	(50,000)
Capital Purchase		50,000	50,000	0	0	2,300,000	2,300,000	0	0	2,250,000
Leasehold Improvements		180,675	148,750	31,925	0	231,925	200,000	31,925	0	51,250
MATERIAL & SUPPLIES		1,506,548	1,302,547	157,801	46,200	3,808,698	3,604,697	157,801	46,200	2,302,150
TOTAL EXPENSES		1,680,098	1,438,961	194,937	46,200	3,982,248	3,741,111	194,937	46,200	2,302,150
Unappropriated Ending Balance		1,475,657	1,180,280	89,791	205,587	318,507	23,130	89,791	205,587	(1,157,150)

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS

RESOLUTION# 2023-07-01

Adoption of Supplemental Budget for Fiscal Year 2023-24

WHEREAS, the Board of Directors adopted a fiscal year 2023-24 budget at the May 18, 2023 Board Meeting; and

WHEREAS, Oregon Cascades West Council of Governments became aware of conditions that had not been ascertained at the time of the preparation of the budget for the current year which requires a change in the fiscal year 2023-24 budget.

NOW THEREFORE, BE IT RESOLVED:

That the Oregon Cascades West Council of Governments Board of Directors does hereby adopt the supplemental budget listed below:

	ADOPTED	SUPPLEMENTAL	NEW ADOPTED
REVENUE	2023-24	Change for 2023-24	2023-24
Total Revenue	65,537,803	188,580	65,726,383
EXPENDITURES			
Personnel	22,270,532	0	22,270,532
Materials and Services	27,998,574	50,900	28,049,474
Capital Improvements	201,675	51,250	252,925
Capital Purchases	122,000	2,250,000	2,372,000
Operating Contingency	2,063,492	-50,000	2,013,492
Total Appropriations	52,656,273	2,302,150	54,958,423

ADOPTED this 20th day of July 2023 at Albany, Oregon.

Board of Directors Chair

Ryan Vogt, Executive Director



Senior, Disability and Community Services

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Area Agency on Aging

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MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Board of Directors
FROM: Randi Moore; Senior, Disability, and Community Services Director
RE: **Senior, Disability, and Community Services Updates**

Senior and Disability Services Updates

Case Management

OCWCOG to Begin Offering Additional Housing Support Services

OCWCOG Senior and Disability Services will have two dedicated employees to work with service eligible consumers across the region who need housing support services. The Housing Navigator and Housing Coordinator will provide intensive case management and develop individualized housing support plans to assist consumers with securing housing. These positions will also work to expand and enhance collaboration with community partners connected to housing support, and give additional support to consumers as they navigate community housing resources.

Linn County Coordination Group

Senior and Disability Services has joined the Linn County Coordination (MAC) Group, which is a group of local community partners and representatives from the Governor's office. This group collaborates on efforts to obtain funding and works through projects related to the Governor's Executive Order on Homelessness (eo-2302).

Lincoln County Case Managers Continue to Make Difference

In June, the Toledo office received notification that a senior with dementia was abandoned in the community and left with few supplies. The family member and caretaker indicated he could no longer manage the consumer's care needs, had left her alone, and he had relocated out of State. The OCWCOG Case Manager immediately coordinated with their supervisor and contacted local law enforcement. Unfortunately, law enforcement could not respond immediately, so the Case Manager completed an unannounced visit to the consumer's address to evaluate their condition. It was discovered that the consumer could not communicate when she last ate, where she could locate food or water for herself, if she had any medications, and how long she had been alone. The Case Manager contacted local emergency services and

remained with the consumer until EMTs could arrive to transport her to a local hospital for medical evaluation. Case Management is working with local medical professionals to set up ongoing services for this individual, locate a safe placement, and coordinated with Adult Protective Services.

Eligibility Unit

Lincoln County Program Management Evaluation Audit Complete

Lincoln County Eligibility Unit recently completed its Program Management Evaluation Audit, which is an audit that ensures local offices do not have any barriers or limitations in their processes that impact an individual's ability to apply for and receive SNAP benefits. The Lincoln County office scored high in almost every area with very minimal cited areas. The Auditors praised the participation of the team through the audit process and were impressed with the number of internal processes created to support Eligibility Services in their work to ensure that applications processes and procedures are current and accurate.

Unwinding of the Public Health Emergency

The Eligibility Unit continues its eligibility renewal work connected to the unwinding of the Public Health Emergency. The Eligibility Unit continues to meet monthly with community partners at DHS to ensure the unwinding and renewal process is made seamless across the region for our community members. Below are the outlined dates for the entire renewal process.

Key Dates for Unwinding Renewal Groups

Med Renewal Date	Date ONE kicks off renewal process	Renewal notice mail date (no later than)	1 st Reminder notice	2 nd Reminder Notice	Reply by Date	Close Notice mail date (non-responders)	Closure Date (non-responders)
6/30/2023	4/4/2023	5/1/2023	6/1/2023	7/1/2023	7/31/2023	8/1/2023	9/30/2023
7/31/2023	5/4/2023	6/1/2023	7/1/2023	8/1/2023	8/31/2023	9/1/2023	10/31/2023
8/31/2023	6/4/2023	7/1/2023	8/1/2023	9/1/2023	9/30/2023	10/1/2023	11/30/2023
9/30/2023	7/4/2023	8/1/2023	9/1/2023	10/1/2023	10/31/2023	11/1/2023	12/31/2023
10/31/2023	8/4/2023	9/1/2023	10/1/2023	11/1/2023	11/30/2023	12/1/2023	1/31/2024
11/30/2023	9/4/2023	10/1/2023	11/1/2023	12/1/2023	12/31/2023	1/1/2024	2/29/2024
12/31/2023	10/4/2023	11/1/2023	12/1/2023	1/1/2024	1/31/2024	2/1/2024	3/31/2024
1/31/2024	11/4/2023	12/1/2023	1/1/2024	2/1/2024	2/29/2024	3/1/2024	4/30/2024
2/29/2024	12/4/2023	1/1/2024	2/1/2024	3/1/2024	3/31/2024	4/1/2024	5/31/2024
3/31/2024	1/4/2024	2/1/2024	3/4/2024	4/1/2024	4/30/2024	5/1/2024	6/30/2024

Note: Members can respond to their renewal at any time during their renewal period. If members respond to the renewal and they are found no longer eligible, the closure date will vary based on when the response is processed.

Adult Protective Services

Adult Protective Services (APS) data continues to show higher numbers of referrals/ complaints that remain consistent with numbers experienced in 2022, which are 29% increase in overall complaints received at the beginning of the pandemic in 2019. Average monthly complaints in 2019 equaled 218 compared to 305 averaged monthly complaints so far received in 2023.

Month	Complaints	Community Investigations	Facility Investigations	Community Non-Abuse	Facility Non-Abuse
2023 Totals	1580	339	216	788	360

2023 Averages (per month)	305	67	39	151	74
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Linn County Data:

Month	Complaints	Community Investigations	Facility Investigations	Community Non-Abuse	Facility Non- Abuse
January	157	46	15	71	25
February	129	37	22	48	22
March	189	39	15	95	40
April	151	30	17	84	21
May	187	43	22	101	21

Benton County Data:

Month	Complaints	Community Investigations	Facility Investigations	Community Non-Abuse	Facility Non- Abuse
January	82	8	21	27	26
February	83	9	14	32	28
March	100	17	14	35	34
April	74	8	15	25	26
May	128	17	27	31	53

Lincoln County Data:

Month	Complaints	Community Investigations	Facility Investigations	Community Non-Abuse	Facility Non- Abuse
January	58	15	5	34	4
February	49	14	7	27	1
March	65	16	6	40	3
April	63	12	12	32	7
May	73	27	4	39	3

Community Service Program Updates

Benton County Veteran Service Office

OCWCOG offers Behavioral Activation intervention to local Veterans

OCWCOG, together with the Older Adult Behavioral Health Initiative (OAHBI), is currently piloting a virtual six-week course with local veterans from Linn and Benton Counties. As an evidence-based depression treatment approach, Behavioral Activation has been found effective for the alleviation of overt depressive symptoms. In a clinical setting, Behavioral Activation is considered a 3rd wave treatment, utilized after medication and Cognitive Behavioral Therapy (CBT) have been attempted and failed to provide adequate support. The Tele-BA for homebound older adults is delivered via videoconferencing by both OCWCOG staff and OAHBI specialists in a virtual group setting to ensure professional, real-time sessions with group camaraderie, as well as individualized follow-up coaching. At the end of the final session, an estimated 80% of participants will report successful goal completion and improved mood. If successful, OCWCOG and OAHBI plan to expand the course to Lincoln County this fall.

Stand By Me

The Stand By Me – Oregon Program continues to grow the capacity for its financial coaching program around budget creation, debt reduction, increased savings, and credit improvement in the OCWCOG region. Ten free financial workshops have been held in 2023 at local community colleges, non-profits, churches, and agencies, with over 135 participants. A total of 85 unique clients have also received ongoing 1:1 coaching, with 64 completing a new budget with their coach, and 47 taking action to improve credit and decrease debt. A total of \$286,102 in savings has been recorded since the start of coaching, along with a total debt reduction of \$64,013. Coaching is available in English and Spanish; workshops are available in English, Spanish, and Mam.

Bias Response Initiative

Zilo International Group, who recently completed a Bias Response Feasibility Study for the region, is set to publish its Community Story Telling: Hearing and Learning from Residents of Linn, Benton, and Lincoln Counties report July 2023. The report showcases unique characteristics of each County and provides an overview of the racial demographics of the people who call these counties home. Most importantly, the report shares stories of individuals within these counties offer a glimpse into their lives and experiences. This report is not just a collection of data and narratives, but a testament to the vibrant tapestry of the region and can be found here: [Bias Response Initiative | OCWCOG](#).

OCWCOG AmeriCorps Team Attend National AmeriCorps Convention

Staff participated in the National AmeriCorps Convention in Washington D.C. the week of May 22nd, 2023. Staff were able to meet with Senator Wyden's office and share how the Senior Companion Program and Senior Health Insurance Benefit Assistance (SHIBA) volunteers are making a difference serving the region. Alicia Lucke, OCWCOG Community Services Program Manager, led a conference workshop on federal match requirements with two fellow National Senior Corps Association Board members.

OCWCOG Programs awarded Samaritan Social Accountability Funding from Linn County Hospitals

OCWCOG's Meals on Wheels (MOW) and Stand By Me (\$BM) financial coaching Programs were awarded \$40,000 in grants late May from Samaritan Health Services' Social Accountability Funds. The MOW funding will specifically support hot, nutritionally balanced meals served and delivered from our Albany, Lebanon, Sweet Home, Brownsville, and Mill City sites. The \$BM funds will support Linn County residents with navigating personal financial wellness through 1:1 individualized coaching. Part of a collaborative ask, the \$BM project will work in tandem with local non-profit Casa Latinos Unidos, prioritizing the creation of budgets, reducing debt, increasing savings, and improving credit for local Linn County Latino residents.



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MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Board of Directors
FROM: Ryan Vogt, Executive Director
RE: **Community and Economic Development Updates**

Community and Economic Development Updates

Transportation

Corvallis Area Metropolitan Planning Organization (CAMPO)

- CAMPO applied for \$1.5 million in transportation improvement grants from the state's Carbon Reduction Program on behalf of its members - something that members did not have the capacity to do. \$1.2 million will pay for a holistic planning study for the Corvallis to Albany Multiuse path, unlocking further funding by bringing the project to "shovel-ready" status. Additionally, CAMPO has applied for a specialized electric street sweeper for the remainder of the funding, which fills a key gap in the infrastructure maintenance plan of its members. Staff estimate that there is a high probability of success for these grants.
- CAMPO has performed its duties as a Metropolitan Planning Organization by publishing its triannual Transportation Improvement Program (TIP). The plan coordinates transportation spending between members, state transportation managers, and federal funders.

Albany Area Metropolitan Planning Organization (AAMPO)

- Staff are busy working on the 2043 Regional Transportation Plan update, with the plan expected to be complete by September 2023. A draft plan is under review, and final public engagement outreach is underway.
- Staff attended the National Association of City Transportation Officials (NACTO) Designing Cities 2023: Denver conference.

Cascades West Area Commission on Transportation (CWACT)

- Staff are developing a two year workplan for CWACT, at the request of the Oregon Transportation Commission. At least one goal for the next year is to develop a regional list of priority projects.

Cascades West Transportation Options

- May Bike Month had 16 participants log 396 trips traveling nearly 3K miles and saving over 2,400 lbs. of CO2 from being released into the environment. Prizes were mailed to

14 participants, including bike multi-tools, rechargeable bike lights, and reflective ankle bands.

- Staff sent emails to 8 area employers about transportation options assistance, Get There Network options, and Emergency Ride Home program information.

Cascades West Training Center

- Two driver training weekends held in Albany.
- 15 Non-Emergent Medical Transportation (NEMT) and/or transit providers received Community Transportation Association of America's Passenger Assistance, Safety, and Sensitivity with Wheelchair Securement certification. 13 providers received National Safety Council Defensive Driving Certification, and 11 providers received American Red Cross Adult First Aid/CPR Certifications.

Mobility Hubs

- 60% of the design plans, specifications, and estimates are complete for both OSU and LBCC mobility hubs.
- OCWCOG received a \$2.4 million grant for FY23-25 to complete design and construct the hubs. The project was the highest ranked project in the state for STIF Discretionary grants.

Cascades West Ride Line

- A contract is officially signed with HBSS, a leading brokerage software used around the country, to provide cloud based software for OCWCOG's Ride Line. Planning and Ride Line staff are collaborating on the implementation of the new software with process review meetings and system implantation plan updates happening weekly.
- During May and June, Cascades West Ride Line provided over 25,000 physical trips

	Trips (Sedan, Wheelchair, Secure, Stretchers)	Clients (Unique members)	Reimbursement (Mileage, Meals, Lodging)	Clients (Unique members)
Linn County	15,310	1,500	4,797	291
Benton County	5,069	540	1,630	89
Lincoln County	5,141	573	2,018	177
All other counties	446	67	14	2
Regionally	25,966	2,680	8,456	559

- During the month of June 2023, 90,824 individuals are eligible for transportation assistance in OCWCOG's tri-county region. The majority of transportation services are for A&D, physical, and mental health.

Oregon Health Plan Enrollment by County - for June 2023

	IHN- CCO	OHP - FFS	Other CCO's	Total Enrollment by County
Linn County	44,945	4,788	809	50,542
Benton County	19,533	2,194	17	21,744
Lincoln County	17,491	2,138	8	19,637
Total Enrollment by Plan	81,969	9,120	834	91,923

Planning

Cascades West Economic Development District (CWEDD)

- The three-year Economic Development Administration (EDA) grant began in April 2023.
- OCWCOG has hired Lane Council of Governments (LCOG) to write four grants using our Rural Capacity Fund.
- OCWCOG, along with rural and workforce partners in our Economic Development District, applied for an IEDC Fellow to focus on industrial site readiness and workforce housing. We will be notified in the next couple of months if we are selected to move forward with this program.
- The Childcare Working Group continues to meet monthly, keeping organizations focused on economic development and workforce informed about potential grants and other issues that may affect childcare in our region.
- We have wrapped up our Rural Capacity Funding work from Business Oregon and have three more months to continue rural work on the Ford Family Foundation grant. This work includes staying in touch with 27 rural communities through bi-monthly newsletters, prospecting for grants, and attending Regional Solutions Team (RST) meetings. The last RST meeting was held in Harrisburg with their city administrator and other planners. We are scheduling three more in person meetings in the next few months to hear the challenges these cities encounter and to offer solutions.
- Facilitated an EDA Broadband conversation in Lincoln County with city managers, the county administrator, the Tribe, Sequoia, and Solarity to create a common understanding of where the project is in relation to address mapping and next steps.
- Solarity and OCWCOG wrapped up the final Broadband webinar on June 13th. Digital Equity was presented to Linn, Benton, & Lincoln Counties. The recording can be viewed [here](#). Passcode: M3hgLd.k
- The Broadband Feasibility Study will be completed by August 31st. We are presenting the county maps that show unserved and underserved areas in our region, along with cost plans for wireless, fiber, and hybrid models on July 20.
- The next CWEDD Executive meeting is scheduled for July 27, 2023, and the next CWEDD full Board meeting is scheduled for September 7, 2023 (the meeting was rescheduled from August 10, 2023).

Cascades West Regional Consortium (CWRC)

- CWRC meeting was held on June 18, 2023. The group continues to talk about wetland challenges in the region and is working on the next steps forward.

Linn and Benton Brownfields Grants

- The U.S. Environmental Protection Agency (EPA) selected 7 Oregon projects to receive brownfields funding to expedite the assessment and cleanup of multiple brownfield sites in the state. Oregon Cascades West Council of Governments is the recipient of \$1 million in brownfield funds to support a variety of projects in Linn and Benton Counties. We expect to sign the cooperative agreement by October 2023.

Cascades West Business Lending

- We were recently awarded \$1,000,000 from the Business Oregon Community Lender Loan Loss Reserve Program. This program will assist us in getting much needed capital into the hands of small businesses that may not qualify for conventional lending. This includes accessibility of capital for SEDIs and SEDI-owned businesses in our region.



Technology Services

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MEMORANDUM

DATE: July 20, 2023
TO: OCWCOG Board of Directors
FROM: Jason Sele, Technology Services Director
RE: **Technology Services Update**

Enterprise Software Projects

Oracle NetSuite went live earlier this month. It is a soft transition over several weeks with most of the work landing on the finance team. The Ceridian Dayforce implementation is still on track with an October 1 go live. We have identified some challenges in the payroll module that require workarounds to accommodate our processes but it's not a blocking issue at this point. More investigation should clarify if this will become a problem. CSC has decided to delay the Dayforce go live until January.

CSC IT Support

I am filling in as IT Director for CSC. We have been able to work through several projects thus far. For June the team has upgraded the Food Share Warehouse Internet connection, installed Intune for network device management, implemented an onboarding process for new hires, cleared out storage of old computers, and created an asset tracking system for computers. There are several network and software projects that we will be working on this year with a focus toward partnering across the two agencies.