

City of Coos Bay Compensation Comparison Study

Submitted by:

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Jurisdictions	Main Information Contacts
Astoria	Brett Estes
Central Point	Elizabeth Simas
Coos County	Caroline Barr
Cottage Grove	Mandy Biehler
Dallas	Emily Gagner
La Grande	Anita Zink
Lebanon	Angela Solesbee
Newberg	Kezia Wanner
Pendleton	Andrea Denton and Donna Biggerstaff

The CPS Team included:

- Sara Saltzberg – Project Sponsor, Director, Center for Public Service, PSU
- Eileen Casey White, Ed.D. – Senior Fellow
- Bob Winthrop – Senior Fellow
- Sara Spiers, MPA – Research Assistant
- Jordin Montgomery – Research Assistant

Background

In November 2020, the City of Coos Bay engaged Portland State University’s Center for Public Service (CPS) to conduct a comprehensive compensation study to aid the City of Coos Bay in their collective bargaining. CPS analyzed 4 job titles in 9 Oregon cities, including Coos Bay, and one county and determined the compensation costs to include:

- Salary at the Minimum, Median, and Maximum levels
- Employer contribution for Public Employees Retirement System (PERS)
- Minimum and Maximum Employee Health Insurance contributions
- Paid time off (Vacation, holiday)
- Other non-discretionary compensation

Additional data were collected to ensure comparability among job titles, including:

- Minimum experience required
- Minimum education required
- Major job duties

The jurisdictions included the following (population, miles from Coos Bay to the other jurisdictions, and number of job titles that were a potential match):

Table 1: Population and Location				
Jurisdiction	Population*	Miles from Coos Bay**	County*	Jobs Matched
Coos Bay	16,810	N/A	Coos	n/a
Astoria	9,675	231	Clatsop	2
Central Point	18,755	161	Jackson	2
Coos County***	***	17.6	Coos	2
Cottage Grove	10,155	94.9	Lane	3
Dallas	16,555	159	Polk	2
La Grande	13,460	483	Union	4
Lebanon	17,335	158	Linn	3
Newberg	24,120	208	Yamhill	2
Pendleton	17,605	431	Umatilla	2

*PSU Population Research Center (Certified Estimates 2020)

**Car traveling miles from downtown Coos Bay

***Coquille is Coos County seat.

Methodology

In order to collect comparable compensation data (e.g., Salary Schedules, Job Descriptions, Collective Bargaining Agreements), the CPS team worked with City of Coos Bay representatives and their legal counsel to identify jurisdictions that were comparable in size, geographic location, and/or held a common workforce pool as comparators. We contacted each jurisdiction through email, offering to share the final report to help incentivize participation. All representatives provided an initial response to the request for 11 data points, including:

1. Salary schedules as of July 1, 2020
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience and education, and job duties)
3. Personnel policies that impact employee benefits
4. Collective bargaining agreements related to the positions
5. PERS "pick-up" contribution amount, i.e., does the employer pay the 6% employee contribution amount
6. Any other non-discretionary (i.e., no match required) employer contributions towards retirement or deferred compensation costs
7. Health insurance employee premium contributions (highest and lowest premium contribution per employee group). An employee group includes all employees who receive the same time off, retirement, and health insurance fringe benefits.
8. Paid Time Off (Vacation) accrual amounts at 5, 10, 15, and 20 years
9. Holiday hours per employee group
10. Total number of hours counted in a year for a position. In most cases, that is 2080 (40 hours per week x 52 weeks).
11. Any other premium pay, certification pay, or longevity pay not counted above that is provided to the targeted employee groups. This does not include pay for additional work such as shift differential and overtime.

After summarizing the responses in validation spreadsheets, we sent the data back out to the jurisdiction contacts for verification. Contacts provided additional details to ensure the most accurate data for each job title. In total, the CPS team engaged in 3 to 5 interactions per jurisdiction to gather and validate data. The job matching analysis is in the section below titled "Limited Job Matching Discussion."

The research team captured the information for analysis. Results of the job matching are listed in Table 2. Following the table are discussion summary results of adjusted compensation, Paid Time Off, health insurance, and PERS.

Table 2: Jobs Matched*										
Standard Job Title	Astoria	Central Point	Coos County	Cottage Grove	Dallas	La Grande	Lebanon	Newberg	Pendleton	Job Titles Matched
Police Officer	0	1	0	1	1	1	1	0	1	6
Police Sergeant	0	1	0	1	1	1	1	0	1	6
911 Dispatcher	1	0	1	1	0	1	1	1	0	6
Communications Supervisor	1	0	1	0	0	1	0	1	0	4
Job Matched	2	2	2	3	2	4	3	2	2	22

*The comparison jurisdictions are slightly different between police and dispatch. The comparison difference, amongst other factors, is largely based on whether the local police agency has an internal dispatch center or relies on a regional dispatch center.

Summary Results: Adjusted compensation

Adjusted compensation includes two parts. The first is the addition of the following: base salary (including longevity), the employer contribution for the employee share of pension, and the value of Paid Time Off. The second part subtracts the value of the employee contribution for health insurance. For this study, the CPS team used the minimum employee contribution value for a family plan.

Within the 4 job titles evaluated, Coos Bay was higher (6.3% to 17.2%) for all four positions for overall adjusted compensation at the Median tenure level.

The CPS team included a discussion of matching factors for all 4 job titles in the section *Limited Job Description Discussion*. Table 3 summarizes the job titles listing the difference between the City of Coos Bay Job Title value of the median adjusted compensation and the average of the comparables.

Table 3: Summary Results			
	% Difference from Average of Minimum of Comparable Jurisdictions	% Difference from Average of Median of Comparable Jurisdictions	% Difference from Average of Maximum of Comparable Jurisdictions
Police Officer (no certification)	8.6%	10.1%	14.5%
Police Sergeant	6.7%	17.2%	23%
911 Dispatcher	13%	16%	23.2%
Communications Supervisor	2.9%	6.3%	12.9%

Coos Bay police officers receive a 2% increase on base salary at 10 years of service; 2.5% increase at 15 years of service, 5% at 20 years of service; and 7% at 25+ years of experience. Three other jurisdictions (Cottage Grove, Lebanon, Pendleton) provide incentive pay. Cottage Grove provides a contribution to the employee's 457 plan. At 10 years of service, the contribution is 2% and at 15+ years is another 2%, totaling 4%. Lebanon starts longevity pay for police officers with a satisfactory rating or better at 5 years (1%). It increases at year 9 to 2% and a final time at 13 years to 3%. Pendleton longevity pay for the police officer position is a one-time payment at 15 years equal to 5% of the employee's base salary.

Longevity pay is added to the base salary in the Appendix tables since rate values such as Paid Time Off and pension will compound that pay.

Summary Results: *Paid Time Off*

With regard to Paid Time Off (PTO), Coos Bay police officers, sergeants, dispatchers, and communications supervisor receive 99 hours of compensation time in lieu of holidays. Pendleton Police do not receive holiday hours. Instead the PTO is built into their vacation time. Astoria's hours are low for holiday hours; it has a half day for Christmas Eve instead of a full day. The most holiday hours are in Dallas (126 hours). In Newberg, the police union agreement identifies the use of a "Holiday Bank," with some specific exceptions. Eighty hours are credited to the employee's holiday bank annually, with 4 additional holidays paid separately for a total of 112 hours, the highest of all the comparable jurisdictions. This is followed by Pendleton's non-represented positions (110 hours) and Central Point Police (104 hours). The latter jurisdiction has two floating holidays and the day after Thanksgiving. Few CBAs list the day after Thanksgiving as PTO.

Merging holiday PTO with vacation, Pendleton Police have the most vacation hours.

Table 4 on the next page provides detail by jurisdiction.

Table 4: PTO by Jurisdiction						
Jurisdiction	Employee Group	Holiday hours	Vacation: 5 years	Vacation: 10 years	Vacation: 15 years	Vacation: 20 years
Coos Bay	CBPOA	99	96	120	160	180
Astoria	APSA	84	120	144	168	204
Central Point	Teamsters #223	104	80	120	160	200
Coos County	CADS	88	96	120	144	168
Cottage Grove	CGPD	96	96	120	160	180
Dallas	DPEA & Non-represented (Sergeant)	126	128	140	160	192
La Grande	LPA	96	120	160	182	200
Lebanon	LPA	96	120	160	196	196
Newberg	NDPSA	112	120	144	160	176
	Non-represented (Comm Sup)	96				
Pendleton	PCPA	0	264	288	312	312
	Non-represented (Sergeant)	110	120	160	160	160

Summary Results: *Health Insurance*

All employee health insurance premium data used the family plan (where available) as the point of comparison. The health insurance premium cost includes dental insurance and vision coverage. Coos Bay employees' monthly premium health insurance contribution is \$176. Coos County is the only jurisdiction with a zero minimum employee premium health insurance contribution. Employees in the additional eight jurisdictions are similar to Coos Bay and contribute to their health care premiums.

Table 5: Health Insurance			
Jurisdiction	Employee Group	Maximum Family Insurance Cost (\$/mth)	Minimum Family Insurance Cost (\$/mth)
Coos Bay	CPBOA	176	176
Astoria	APSA	229	229
Central Point	Teamsters #223	155	155
Coos County	CADS	0	0
Cottage Grove	CGPD	116	115
Dallas	DPEA	228	224
	Non-represented	342	338
La Grande	LPA	201	201
	Non-represented		
Lebanon	LPA	78	78
Newberg	NDPSA	232	232
	Non-represented	206	206
Pendleton	PCPA	251	245
	Non-represented	238	238

Summary Results: *Additional Compensation*

The CPS research team asked jurisdictions to respond (Yes/No) regarding whether the employer pays the 6% PERS pickup amount. Coos Bay pays the 6% PERS pickup, as do Coos County, Central Point, Cottage Grove (Police), Dallas, La Grande (Police), Lebanon, Newberg, and Pendleton (Police). Employees in Astoria and non-represented positions in Cottage Grove, La Grande, and Pendleton do not receive the 6% PERS pick-up.

DPSST Certification. Coos Bay provides incentive pay for DPSST Certification at the Intermediate (3.5%), Advanced (6%), and Supervisory/ Management (6%) levels. Six other jurisdictions provide incentive pay for DPSST Intermediate Certification:

- 2% (La Grande)
- 3% (Dallas, Lebanon)
- 3.5% (Cottage Grove)
- 4% (Pendleton)
- Central Point adds \$145 to monthly base pay

DPSST Advanced incentive pay also varies:

- 4% (La Grande)
- 4.5% (Dallas)

- 6% (Lebanon)
- 7% (Cottage Grove)
- 8% Pendleton, highest level of compensation
- Central Point adds \$290 to monthly base pay

Two jurisdictions, La Grande and Lebanon, provide DPSST Supervisory/ Management Certification incentives, like Coos Bay. La Grande adds 5% and Lebanon adds 7% to base salary. For a more detailed outline see the Police Officer Premium Pay Tables in the Appendix. Incentive pay for DPSST Certification was added to the base salary in the Sergeant Adjusted Compensation Presentation table in the Appendix.

Detective Pay. Coos Bay provides a detective pay premium of 5%. Four other jurisdictions provide detective pay premiums. Central Point and La Grande are similar to Coos Bay and use 5% for detective pay. Lebanon is the lowest at 3% while the Dallas detective premium is at 4.5% added to base pay.

Education Incentives and Reimbursements. Coos Bay provides incentive pay for an Associate's degree at 2.5% of base pay and Bachelor's degree at 5%. Four other jurisdictions have education incentives. Pendleton's non-sworn positions in the PCPA have the same educational incentive pay as Coos Bay, Associate's degree (2.5%) and Bachelor's degree (5%). Dallas and La Grande also provide premiums for an Associate's (2%) and Bachelor's (4%). Central Point adds \$150 per month to base pay for an Associate's Degree and \$300 per month for a Bachelor's degree. Central Point is the only one to provide incentive pay for a Master's or higher degree with \$450 added to monthly base salary.

Coos Bay provides \$1,500 a year as educational reimbursement. La Grande, Lebanon, and Pendleton also provide education reimbursement: La Grande covers 6 credit hours per quarter; Lebanon covers tuition but not books; and Pendleton reimburses for half of the tuition cost.

Additional police premiums are listed in the Appendix table.

Limited Job Matching Discussion

1. Police Officer

The Police Officer for Coos Bay is a non-exempt, non-supervisory position. This position may supervise police reserves and other volunteers. It requires graduation from high school or a GED certificate and experience involving human contact. Below is a short summary of duties from the job description:

“Performs peace officer functions ... patrol and investigation; control traffic, enforces state and local traffic regulations; works directly with citizens in the areas of criminal and civil law enforcement.”

Six jurisdictions (Central Point, Cottage Grove, Dallas, La Grande, Lebanon, Pendleton) matched the position. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Coos Bay requires experience with human contact. Three other positions (La Grande, Lebanon, Pendleton) mention work experience: La Grande requires two years of work experience; Lebanon requires one year as a law enforcement officer; and Pendleton has highest range with one to three years of work related experience. Previous experience is not required by any other jurisdiction (Central Point, Cottage Grove, Dallas).
- **Education:** Coos Bay and five other cities (Central Point, Dallas La Grande, Lebanon, Pendleton) require a High School diploma or GED. Cottage Grove prefers a high school diploma or GED, but does not require it.
- **FLSA Exemption:** All are non-exempt positions.
- **Supervision:** Supervision is not a typical duty in Coos Bay; however, the position may supervise police reserves and volunteers. Central Point, La Grande, Lebanon, and Pendleton are similar to Coos Bay where supervision is not a typical duty but may be assigned under specific circumstances such as in the absence of a supervisor during a specific shift or to oversee field supervision of reserve positions. Cottage Grove and Dallas officers do not have supervisory responsibilities.
- **Additional Notes:** Coos Bay and most jurisdictions require a high school diploma or GED. Coos Bay has the highest median adjusted compensation at \$6,567 and La Grande is the lowest at \$5,154.

Conclusion: All matches are solid.

2. Police Sergeant

The Coos Bay Police Sergeant is a non-exempt, first-line supervisory position. The jurisdiction prefers two years as a Police Officer with the City of Coos Bay. The position requires graduation from high school or GED program supplemented with college level law enforcement work. Below is a short summary of duties from the job description

“Rotation through field and office assignments; patrol, traffic, investigation... responsible for assigning, briefing, training, and providing administrative review of shift personnel.”

Six jurisdictions (Central Point, Cottage Grove, Dallas, La Grande, Lebanon, Pendleton) matched the job description duties. Central Point’s match is the only position with a different title, Corporal. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

- **Experience:** Coos Bay prefers two years’ employment as a Coos Bay Police Officer. La Grande requires the most experience at 5 years in law enforcement. Central Point and Lebanon follow with 3 years’ experience in law enforcement. Central Point specifies experience as a non-probationary police officer. Pendleton requires 2 years as Police Corporal. Cottage Grove does not specify a number of years but requires experience as a sworn police officer; Dallas does not mandate any years of experience.
- **Education:** Coos Bay and all six (Central Point, Cottage Grove, Dallas, La Grande, Lebanon, Pendleton) comparable positions require a high school diploma or GED.
- **FLSA Exemption:** Coos Bay and all comparable positions are non-exempt.
- **Supervision:** Supervisory duties vary among jurisdictions. The Coos Bay position supervises subordinate personnel and is responsible for responding to problems and questions from both officers and non-sworn personnel, along with enforcing departmental policies and procedures. All other jurisdictions have supervisory responsibilities. Three exclusively oversee other staff (Cottage Grove, Dallas, Pendleton) while the three others (Central Point, La Grande, Lebanon) have additional supervisory responsibilities. Central Point supervision responsibilities are primarily at the direction of higher ranking officers. The position assists in evaluating junior officers. They may serve as shift coordinator, oversee police operations on patrol or in criminal investigations, or serve as a Police Training Officer. La Grande Sergeants supervise a patrol shift or detective section and handle calls for service to supplement first-line officers. They supervise crime scenes and assist with investigations and ensure subordinate training. Lebanon has supervisory responsibilities for shifts of over 2 (yet seldom over 6) FTE.
- **Additional Notes:** In Coos Bay and most other jurisdictions, Sergeants are shift supervisors. Central Point is the only position without consistent shift coordinating duties. They will supervise shifts in the absence of a Police Lieutenant. Coos Bay and Central Point prefer an Associate’s degree or higher. Dallas has the highest median adjusted compensation at \$9,322, Coos Bay has the second highest at \$8,491, and La Grande is the lowest at \$5,911.

Conclusion: Most matches are comparable, with supervision responsibilities reflecting possible differences in compensation.

3. 911 Dispatcher

The 911 Dispatcher is a non-exempt position with no supervision responsibility. The position requires two years in general clerical work, preferably in law enforcement or a legal environment. The position requires graduation from high school or a GED certificate supplemented with courses in office procedures or law enforcement. The following is a short summary of duties from the job description:

“Performs a variety of radio communications for police, fire, and EMS; answers business and emergency telephone calls.”

Five cities and one county (Astoria, Cottage Grove, La Grande, Lebanon, Newberg, Coos County) have positions that match the job description, but with different job titles. In Astoria, the position is titled “Communications Operator;” Coos County, Cottage Grove, and Lebanon call the position “Communications Specialist;” La Grande calls this position “Communications Technician I;” and Newberg’s job title is “Communications Officer 2”. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** Coos Bay requires two years’ experience in general clerical work, with a preference in law enforcement or legal environment. Astoria, like Coos Bay, requires two years’ experience in general clerical work. Two of the positions, La Grande and Newberg, also require general clerical work, but only one year of experience. Coos County and Newberg do not require previous experience.
- **Education:** Coos Bay and all six jurisdictions require a high school diploma or GED.
- **FLSA Exemption:** Like Coos Bay, all matching positions are non-exempt.
- **Supervision:** Coos Bay and all other positions do not typically have supervisory responsibilities. Astoria, Coos County, and La Grande may assign temporary supervisory duties to train new employees or volunteers.
- **Additional Notes:** All positions have similar experience and education requirements. Tasks and duties are similar across all positions. Coos Bay has the highest median adjusted compensation at \$5,335 and La Grande is the lowest at \$3,560.

Conclusion: All matches are solid.

4. Communications Supervisor

The Communications Supervisor in Coos Bay is a non-exempt position with supervision responsibility. The position requires a high school diploma or GED and three years' of progressively responsible experience in a Public Safety Communications Center. The following is a short summary of duties from the job description:

“Manages Communications Center functions in the absence of the supervisor; coordinates/advises equipment maintenance needs; prepares special reports.”

Three cities and one county (Astoria, La Grande, Newberg, Coos County) have comparable job titles, but some use slightly different job titles. Coos County and Newberg are similar to Coos Bay and use the title “Communications Supervisor.” In Astoria, the position is titled “Operations Supervisor” and in La Grande the position is “Communication Specialist.” We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below.

- **Experience:** All require prior experience. Coos Bay requires three years of progressively responsible experience in public safety communications. La Grande requires five years' experience as a public safety dispatcher. Similar to Coos Bay, Coos County requires three years of communication experience. Newberg and Astoria have the lowest experience requirements. Newberg requires two years' supervisory responsibilities and Astoria requires one to two years' experience or training.
- **Education:** Coos Bay and three other jurisdictions require a high school diploma or GED. Astoria is the only position requiring an Associate's degree or technical school training.
- **FLSA Exemption:** Coos Bay and all matching positions are non-exempt.
- **Supervision:** Coos Bay supervisory duties include overseeing personnel and the Communication Center when the Division supervisor is absent. All other positions (Astoria, Coos County, La Grande, Newberg) also supervise personnel. A few positions have responsibilities other than supervising personnel such as evaluating personnel's performance (Astoria, Coos County, La Grande) and supervising scheduling and training (Astoria, La Grande).
- **Additional Notes:** Regardless of job title, the job duties and responsibilities across all jurisdictions are comparable to those of Coos Bay. Differences in experience may correspond to variations in compensation. Astoria has the highest median adjusted compensation at \$6,749 and La Grande is the lowest at \$4,460.

Conclusion: Matches are comparable.

Appendix

Detailed Adjusted Compensation Results & Police Officer Premium Summaries..... A-1

Police Officer A-1

Police Officer (DPPST Intermediate) A-2

Police Officer (DPSST Advanced)..... A-3

Police Sergeant A-4

Dispatcher A-5

Dispatch Supervisor A-6

Police Officer Premium Pay Summary Table..... A-7

Position Name: Police Officer		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Astoria	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Central Point	Police Officer	4,747	5,364	6,059	Y	(155)	8.8%	10.8%	14.6%	5,296	6,108	7,153
Coos Co	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Cottage Grove	Police Officer	4,360	5,026	5,788	Y	(115)	9.2%	10.4%	13.3%	4,909	5,734	6,787
Dallas	Police Officer	5,008	5,592	6,241	Y	(246)	12.2%	12.8%	15.3%	5,674	6,397	7,323
La Grande	Police Officer	3,974	4,526	5,078	Y	(201)	10.4%	12.3%	14.2%	4,424	5,154	5,904
Lebanon	Police Officer	4,514	5,149	5,916	Y	(78)	10.4%	12.3%	14.0%	5,176	6,014	7,023
Newberg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Pendleton	Police Officer	4,689	5,484	6,415	Y	(191)	12.7%	13.8%	15.0%	5,375	6,381	7,571
	Average	4,549	5,190	5,916		(164)	10.6%	12.1%	14.4%	5,142	5,965	6,960
	Median	4,602	5,256	5,987		(173)	10.4%	12.3%	14.4%	5,236	6,061	7,088
Coos Bay	Police Officer	\$ 4,995	\$ 5,787	\$ 6,821	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 5,587	\$ 6,567	\$ 7,969
	% Difference from Average	9.8%	11.5%	15.3%			-11.8%	-12.7%	-6.9%	8.6%	10.1%	14.5%
	% Difference from Median	8.6%	10.1%	13.9%			-9.7%	-14.5%	-7.0%	6.7%	8.3%	12.4%

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. **Longevity pay.** Longevity pay added to base salary for: Coos Bay (2.5% at 15 years added to median, 7% at 25 years added to maximum; not added 5% at 20 years). Cottage Grove (2% at 10 years added to median, 4% at 15 years added to maximum); Lebanon (2% at 9 years added to median, 4% at 17 years added to maximum; not added 1% at 5 years and 3% at 13 years); and Pendleton receives a one-time lump sum payment equal to 5% of their annual base pay at 15 years (Not added to chart).

Position Name: Police Officer (DPSST Intermediate)		Adjustments								Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max			
Astoria	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Central Point	Police Officer (DPSST Intermediate)	4,892	5,616	6,204	Y	(155)	8.8%	10.8%	14.6%	5,463	6,403	7,328
Coos Co	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Cottage Grove	Police Officer (DPSST Intermediate)	4,513	5,198	5,982	Y	(115)	9.2%	10.4%	13.3%	5,084	5,934	7,020
Dallas	Police Officer (DPSST Intermediate)	5,158	5,760	6,428	Y	(246)	12.2%	12.8%	15.3%	5,852	6,596	7,551
La Grande	Police Officer (DPSST Intermediate)	4,053	4,617	5,180	Y	(201)	10.4%	12.3%	14.2%	4,517	5,261	6,027
Lebanon	Police Officer (DPSST Intermediate)	4,649	5,300	6,086	Y	(78)	10.4%	12.3%	14.0%	5,333	6,193	7,228
Newberg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Pendleton	Police Officer (DPSST Intermediate)	4,877	5,703	6,672	Y	(191)	12.7%	13.8%	15.0%	5,597	6,644	7,882
	Average	4,690	5,366	6,092		(164)	10.6%	12.1%	14.4%	5,308	6,172	7,172
	Median	4,763	5,458	6,145		(173)	10.4%	12.3%	14.4%	5,398	6,298	7,278
Coos Bay	Police Officer (DPSST Intermediate)	\$ 5,170	\$ 5,984	\$ 7,044	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 5,788	\$ 6,797	\$ 8,235
		% Difference from Average	10.2%	11.5%	15.6%		-11.8%	-12.7%	-6.9%	9.1%	10.1%	14.8%
		% Difference from Median	8.5%	9.6%	14.6%		-9.7%	-14.5%	-7.0%	7.2%	7.9%	13.2%

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. **Longevity pay.** Longevity pay added to base salary for: Coos Bay (2.5% at 15 years added to median, 7% at 25 years added to maximum; not added 5% at 20 years). Cottage Grove (2% at 10 years added to median, 4% at 15 years added to maximum); Lebanon (2% at 9 years added to median, 4% at 17 years added to maximum; not added 1% at 5 years and 3% at 13 years); and Pendleton receives a one-time lump sum payment equal to 5% of their annual base pay at 15 years (Not added to chart). **DPSST Intermediate Incentive** Central Point (\$145, approx. 2-3% depending on base salary); Coos Bay (3.5%); Cottage Grove (3.5%); Dallas (3%); La Grande (2%); Lebanon (3%); Pendleton (4%).

Position Name: Police Officer (DPSST Advanced)		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Astoria	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Central Point	Police Officer (DPSST Advanced)	5,037	5,761	6,349	Y	(155)	8.8%	10.8%	14.6%	5,629	6,572	7,502
Coos Co	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Cottage Grove	Police Officer (DPSST Advanced)	4,665	5,370	6,177	Y	(115)	9.2%	10.4%	13.3%	5,260	6,135	7,252
Dallas	Police Officer (DPSST Advanced)	5,233	5,843	6,522	Y	(246)	12.2%	12.8%	15.3%	5,940	6,695	7,664
La Grande	Police Officer (DPSST Advanced)	4,133	4,707	5,281	Y	(201)	10.4%	12.3%	14.2%	4,609	5,368	6,149
Lebanon	Police Officer (DPSST Advanced)	4,785	5,452	6,257	Y	(78)	10.4%	12.3%	14.0%	5,491	6,372	7,433
Newberg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Pendleton	Police Officer (DPSST Advanced)	5,064	5,923	6,928	Y	(191)	12.7%	13.8%	15.0%	5,820	6,907	8,192
	Average	4,820	5,509	6,252		(164)	10.6%	12.1%	14.4%	5,458	6,342	7,365
	Median	4,911	5,607	6,303		(173)	10.4%	12.3%	14.4%	5,560	6,472	7,468
Coos Bay	Police Officer (DPSST Advanced)	\$ 5,295	\$ 6,125	\$ 7,204	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 5,932	\$ 6,961	\$ 8,426
	% Difference from Average	9.9%	11.2%	15.2%			-11.8%	-12.7%	-6.9%	8.7%	9.8%	14.4%
	% Difference from Median	7.8%	9.3%	14.3%			-9.7%	-14.5%	-7.0%	6.7%	7.6%	12.8%

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. **Longevity pay.** Longevity pay added to base salary for: Coos Bay (2.5% at 15 years added to median, 7% at 25 years added to maximum; not added 5% at 20 years). Cottage Grove (2% at 10 years added to median, 4% at 15 years added to maximum); Lebanon (2% at 9 years added to median, 4% at 17 years added to maximum; not added 1% at 5 years and 3% at 13 years); and Pendleton receives a one-time lump sum payment equal to 5% of their annual base pay at 15 years (Not added to chart). **DPSST Advanced Incentive** Central Point (\$290, approx. 5-6% depending on base salary); Coos Bay (6%); Cottage Grove (7%); Dallas (4.5%); La Grande (4%); Lebanon (6%); Pendleton (8%).

Position Name: Police Sergeant		Adjustments									Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max	
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max				
Astoria	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Central Point	Corporal	5,250	6,079	6,846	Y	(155)	8.8%	10.8%	14.6%	5,874	6,942	8,102	
Coos Co	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Cottage Grove	Police Sergeant	5,701	5,815	5,929	Y	(115)	9.2%	10.4%	13.3%	6,454	6,652	6,956	
Dallas	Sergeant	7,388	8,150	8,987	Y	(360)	12.2%	12.8%	15.3%	8,373	9,322	10,540	
La Grande	Sergeant	4,405	5,167	5,928	Y	(201)	10.4%	12.3%	14.2%	4,926	5,911	6,926	
Lebanon	Policer Sergeant	5,580	6,542	7,508	Y	(78)	10.4%	12.3%	14.0%	6,416	7,662	8,935	
Newberg	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a				
Pendleton	Police Sergeant	5,889	6,399	7,866	N	(238)	11.1%	13.0%	13.0%	6,302	6,992	8,649	
	Average	5,702	6,359	7,177		(191)	10.4%	11.9%	14.1%	6,391	7,247	8,352	
	Median	5,640	6,239	7,177		(178)	10.4%	12.3%	14.1%	6,359	6,967	8,376	
Coos Bay	Police Sergeant	\$ 6,066	\$ 7,438	\$ 8,748	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 6,822	\$ 8,491	\$ 10,270	
	% Difference from Average	6.4%	17.0%	21.9%			-9.4%	-11.7%	-4.7%	6.7%	17.2%	23.0%	
	% Difference from Median	7.5%	19.2%	21.9%			-9.7%	-14.5%	-5.1%	7.3%	21.9%	22.6%	

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. **Longevity pay.** Longevity Pay added to base salary for: Coos Bay (2.5% at 15 years added to median, 7% at 25 years added to maximum; not added 5% at 20 years). Cottage Grove (2% at 10 years added to median, 4% at 15 years added to maximum); Lebanon (2% at 9 years added to median, 4% at 17 years added to maximum; not added 1% at 5 years and 3% at 13 years). **DPSST Certification Incentive.** DPSST Intermediate Certificate incentive pay added to minimum base salary for: Lebanon (3%) and the median and maximum base salary step for: Central Point (\$145/mo, 2.2-2.4% depending on base salary); DPSST Advanced Certificate incentive pay added to median and maximum base salary: Coos Bay (6%) and Lebanon (6%).

Position Name: 911 Dispatcher					Adjustments					Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max			
Astoria	Communications Operator	\$ 3,927	\$ 4,417	\$ 4,774	N	\$ (229)	9.8%	11.0%	13.8%	\$ 4,083	\$ 4,672	\$ 5,207
Central Point	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Coos Co	Communications Specialist	3,518	3,939	4,397	Y	-	8.8%	10.0%	12.3%	4,040	4,569	5,202
Cottage Grove	Communications Specialist	3,537	4,076	4,695	Y	(115)	9.2%	10.4%	13.3%	3,960	4,629	5,484
Dallas	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
La Grande	Communications Technician I	3,028	3,349	3,670	N	(201)	10.4%	12.3%	14.2%	3,142	3,560	3,991
Lebanon	Communications Specialist	3,946	4,467	5,044	Y	(78)	10.4%	12.3%	14.0%	4,515	5,207	5,977
Newberg	Communication Officer 2	3,887	4,392	4,960	Y	(232)	11.2%	12.3%	13.8%	4,322	4,964	5,712
Pendleton	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
	Average	3,641	4,107	4,590		(143)	10.0%	11.4%	13.6%	4,010	4,600	5,262
	Median	3,712	4,234	4,735		(158)	10.1%	11.6%	13.8%	4,062	4,651	5,345
Coos Bay	911 Dispatcher	\$ 4,086	\$ 4,730	\$ 5,575	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 4,538	\$ 5,335	\$ 6,481
	% Difference from Average	12.2%	15.2%	21.5%			-5.9%	-7.5%	-1.3%	13.2%	16.0%	23.2%
	% Difference from Median	10.1%	11.7%	17.7%			-7.1%	-9.5%	-3.1%	11.7%	14.7%	21.2%

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Communications Supervisor		Adjustments								Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Min	Median	Max
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max			
Astoria	Operations Supervisor	\$ 5,705	\$ 6,289	\$ 6,934	N	\$ (229)	9.8%	11.0%	13.8%	\$ 6,036	\$ 6,749	\$ 7,665
Central Point	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Coos Co	Communications Supervisor	4,151	4,661	5,226	Y	-	8.8%	10.0%	12.3%	4,767	5,407	6,183
Cottage Grove	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Dallas	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
La Grande	Communications Specialist	3,672	4,151	4,629	N	(201)	10.4%	12.3%	14.2%	3,852	4,460	5,087
Lebanon	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
Newberg	Communication Supervisor	5,102	5,773	6,531	Y	(232)	10.4%	11.5%	13.1%	5,706	6,553	7,545
Pendleton	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			
	Average	4,658	5,218	5,830		(166)	9.9%	11.2%	13.4%	5,090	5,792	6,620
	Median	4,627	5,217	5,879		(215)	10.1%	11.3%	13.5%	5,236	5,980	6,864
Coos Bay	Communications Supervisor	\$ 4,693	\$ 5,437	\$ 6,406	Y	\$ (176)	9.4%	10.5%	13.4%	\$ 5,238	\$ 6,159	\$ 7,473
	% Difference from Average	0.8%	4.2%	9.9%			-4.9%	-6.0%	0.4%	2.9%	6.3%	12.9%
	% Difference from Median	1.4%	4.2%	9.0%			-7.1%	-6.4%	-0.4%	0.0%	3.0%	8.9%

Note: n/a = no match. PTO = Paid Time Off either Flexible Earned Time or Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Incentive/Premium Pay	Coos Bay	Central Point	Cottage Grove	Dallas	La Grande	Lebanon	Pendleton
DPSST Intermediate Certification	3.5%	\$145/mo	3.5% PO/2.5% Com Spst	3.0%	2.0%	3.0%	4.0%
DPSST Advanced Certification	6.0%	\$290/mo	7.0%	4.5%	4.0%	6.0%	8.0%
DPSST Supervisory/ Management Certification	n/a	n/a	n/a	n/a	5.0%	7.0%	n/a
Detective Pay	5.0%	5.0%	n/a	4.5%	5.0%	3.0%	5.0%
Education - AA or AS Degree	2.5%	\$150/mo	n/a	2.0%	2.0%	n/a	2.5% (non-sworn)
Education - BA or BS Degree	5.0%	\$300/mo	n/a	4.0%	4.0%	n/a	5% (non-sworn)
Education - MA or PhD Degree	n/a	\$450/mo	n/a	n/a	n/a	n/a	n/a
Field Training Officer Pay	5.0%	5.0%	\$100/mo	5.0%	6.0%	3.0%	2.0%
Bilingual Pay (Spanish)	5.0%	\$150/mo	\$500/yr	4.0%	n/a	3.0%	n/a
Bilingual Pay (Other than Spanish)	n/a	\$150/mo	\$500/yr	n/a	n/a	3.0%	n/a
Motorcycle Pay	5.0%	n/a	n/a	n/a	n/a	3.0%	n/a
School Resource Officer	n/a	5.0%	n/a	4.5%	n/a	3.0%	3.0%
Longevity Pay (6-10 yrs)	n/a	n/a	2.0%	n/a	n/a	1.0%	n/a
Longevity Pay (11-15 yrs)	2.5% (PO and Dispatch)	n/a	4.0%	n/a	n/a	2.0%	One time lump sum 5% of annual pay at 15 years
Longevity Pay (16-20 yrs)	5% (PO and Dispatch)	n/a	n/a	n/a	n/a	3% to 4%	n/a
Longevity Pay (21 + yrs)	7% (PO and Dispatch) at 25 yrs	n/a	n/a	n/a	n/a	n/a	n/a
K-9 Pay	5.0%	2 hrs OT/wk	9 hrs/mo	n/a	bargained	6.5 hrs/mo	4.0%
Fitness premium	\$1,000/yr	n/a	n/a	1.0%	n/a	4 shifts off/yr	n/a
Gym Membership	yes	\$25/mo	n/a	n/a	n/a	n/a	n/a
Education reimbursement	\$1,500/yr	n/a	n/a	n/a	yes	yes	yes
Uniform Allowance	\$225/yr	\$400 (one time)	\$100/yr boots	\$250 Sworn/\$125 civilian	\$250/yr	n/a	\$200/yr
Clothing Allowance (plain clothes)	\$400-\$600/yr	\$600-\$750/yr	\$400/yr	\$480	\$25/mo	\$250-\$500/yr	\$200/yr
Duty Gear	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior Officer	n/a	n/a	n/a	2%	n/a	n/a	n/a
Reserve Coordinator	n/a	n/a	n/a	2%	n/a	n/a	n/a
Survival Skills Instructor	n/a	n/a	n/a	2 hrs/mo	n/a	n/a	n/a
Performance Increase (annual)	n/a	n/a	n/a	n/a	4%	n/a	n/a
Team Leader	n/a	n/a	n/a	n/a	n/a	3.5%	n/a
Crash Resconstruction	n/a	n/a	n/a	n/a	n/a	n/a	2.0%
Community Service Officer	n/a	n/a	n/a	n/a	n/a	n/a	3.0%
Drug Recognition Expert	n/a	n/a	n/a	n/a	n/a	n/a	2.0%
F-6 Training instructor	n/a	5%/hr	n/a	n/a	n/a	n/a	
Maximum allowable Premiums	n/a	n/a	n/a	n/a	n/a	n/a	6% excluding DPSST