

2014 Oregon Regional Pay Survey



Non-Exempt Report Spring Edition

Data Aged to April 1, 2014

Conducted by:



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Oregon Regional Pay Survey

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Note: Please refer to “Intro to Reports” tab on SalaryTrends® report selection page for details regarding participants, jobs surveyed, geographic areas, and data aging.

Data Presentation Standards

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

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

At least five (5) responses are required to display pay distribution statistics (percentiles) for a job.

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

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

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INDEX OF NON-EXEMPT JOBS SURVEYED

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Index of Non-Exempt Jobs Surveyed

The following list of Non-Exempt survey job titles is in **alphabetical** order. Because titles are not always indicative of roles, you may need to refer to the Job Description Summaries Section located in the Introduction to determine the job you wish to review pay data on. For each job title, a page number is provided for easy reference to the applicable Individual Job Detail report. In addition, a job code is provided to facilitate location of the job in other sections of the publication.

Note: * Indicates insufficient data to assure confidentiality.

Survey Title	Job Code	Data Page
Account Representative / Customer Service	7205N	*
Accountant-Bookkeeper	1125N	15
Accounting Clerk I	1139N	23
Accounting Clerk II	1137N	21
Accounting Clerk III	1135N	19
Accounts Payable Clerk	1141N	25
Accounts Payable/Receivable Clerk	1143N	29
Accounts Receivable Clerk	1142N	27
Administrative Assistant I	1561N	50
Administrative Assistant II	1559N	47
Assembler - Electronics I	6040N	256
Assembler - Electronics II	6035N	254
Assembler - Electronics III	6030N	252
Assembler - General	6080N	264
Assembler - Mechanical I	6055N	262
Assembler - Mechanical II	6050N	260
Assembler - Mechanical III	6045N	258
Assembler - Precision	6070N	*
Assembler - Wood	7470N	*
Assistant Credit Manager	1345N	*
Baker - Bread/Pastry	8630N	*
Bankcard Specialist	7305N	*
Benefits Assistant	2430N	*
Billing Clerk II	1320N	*
Billing Clerk III	1310N	33
Bindery Machine Operator	8210N	*
Bookkeeper	1130N	17
Boxer/Crater	4850N	192
Branch Auditor	7315N	*
Building/Grounds Maintenance Mechanic I	3923N	*
Building/Grounds Maintenance Mechanic II	3922N	*

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Survey Title	Job Code	Data Page
Burning (Cutting) Machine Operator	6860N	332
Bus Driver - School	5340N	*
Buyer I	4055N	178
Buyer II	4050N	176
Cabinetmaker and Bench Carpenter	7480N	*
Cable Splicer	9600N	*
CAD Drafter I	3520N	*
CAD Drafter II	3515N	132
CAD Drafter III	3510N	130
Cannery Worker	6155N	*
Carpenter - Maintenance	3700N	140
Cashier	1470N	*
Cashier-Checker	9730N	406
Certified Medical Assistant	9060N	374
Certified Nursing Assistant	9080N	376
Certified Surgical First Assistant	9260N	*
Child Care Worker	9000N	372
Clinical Ward Clerk/MOA	9255N	*
CNC Machining Center Operator I	6622N	314
CNC Machining Center Operator II	6620N	312
CNC Machining Center Operator III	6617N	310
Collection Driver - General	5415N	222
Collection Driver - Recycle	5420N	224
Collector	7285N	*
Computed Tomography Tech	9010N	*
Computer Operator II	2120N	*
Computer Operator III	2115N	*
Cook - Cafeteria	8610N	358
Cook - Restaurant	8620N	360
Corporate Travel Agent	1745N	*
Cost Accounting Clerk	1160N	31
Crane Operator/Mobile	4830N	*
Crane Operator/Overhead	4835N	186
Credit Analyst I	1340N	*
Credit Analyst II	1335N	35
Credit Analyst III	1330N	*
Credit and/or Collection Clerk	1375N	39

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Survey Title	Job Code	Data Page
Credit and/or Collection Specialist	1370N	37
Customer Service Clerk	2770N	102
Customer Service Representative I	2753N	100
Customer Service Representative II	2750N	98
Customer Service Representative III	2745N	96
Data Entry Operator I	2163N	*
Data Entry Operator II	2160N	72
Designer - Tool	3475N	*
Desktop Publishing Specialist	8110N	356
Dining Room/Cafeteria Worker	8640N	*
Dish Washer	8680N	366
Dispatcher - Construction	7850N	*
Drafter - Layout	3500N	*
Draftperson II	3490N	128
Draftperson III	3485N	126
Drill Press Operator - Radial	6540N	*
Drill Press Operator - Single or Multi Spindle	6535N	*
Driver I	5335N	218
Driver II	5330N	216
Driver III (Local)	5325N	214
Driver IV (Over the Road)	5320N	*
Driver/Sales Route	5465N	*
Dump Truck Driver	5410N	*
Electrician - Maintenance	3720N	142
Electrician I	7865N	*
Electrician II	7860N	346
Electrician III	7855N	344
Electronic - Maintenance	3740N	*
Engineering Clerk	3570N	136
Engineering Cost Estimator	3560N	*
Engineering Technician II	3270N	112
Engineering Technician III	3265N	110
Environmental Specialist	3583N	138
Executive Secretary	1575N	52
Expediter	5540N	*
Extruder Operator	6885N	*
Extruding/Drawing Machine Operator	6545N	*

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Index of Non-Exempt Jobs Surveyed (continued...)

Survey Title	Job Code	Data Page
Fabricating Machine Operator (CNC)	6555N	294
Fabricating Machine Operator (Sheet Metal)	6550N	*
Facilities Maintenance - Specialist	3928N	170
Facilities Maintenance Worker II	3927N	168
Facilities Maintenance Worker III	3925N	166
Field Service Technician I	3291N	*
Field Service Technician II	3290N	*
Field Service Technician III	3285N	116
File Clerk	1720N	*
Finisher	6865N	*
Food Batchmaker	6160N	286
Food Preparation Worker	8650N	362
Forklift Driver	4840N	188
Forklift Truck Operator	4845N	190
Front Desk Clerk	8710N	*
Furnace Operator/Heat Treat	6120N	276
General Clerk I	1715N	68
General Clerk II	1710N	66
General Clerk III	1705N	64
General Heavy Production Labor	6150N	282
General Light Production Labor	6153N	284
Grader/Sorter - Agricultural	6165N	*
Graphic Artist	8100N	352
Grinder - Scrap	6875N	*
Grinding Machine Operator	6870N	334
Grounds Maintenance Worker	3920N	164
Health Unit Coordinator	9070N	*
Heavy Equipment Operator	7900N	348
Helper - Fabrication	6920N	342
Helper - Maintenance	3750N	146
Host/Hostess	8660N	*
Human Resources Assistant II	2245N	80
Human Resources Clerk	2250N	82
HVAC Technician, Journey	7892N	*
ICD-9/CPT Coding Specialist	9285N	390
Import/Export Clerk	5235N	*
Injection Molding Machine Operator	6880N	*

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Index of Non-Exempt Jobs Surveyed (continued...)

Survey Title	Job Code	Data Page
Inside Sales Representative	2885N	106
Inspector - CMM Operator	6145N	*
Inspector - Electrical II	5745N	*
Inspector - Floor	5760N	244
Inspector - Mechanical II	5755N	242
Inspector - Mechanical III	5750N	240
Inventory Control Clerk/Cycle Counter	4220N	182
Invoicing Supervisor	1300N	*
Lab Technician I	3298N	122
Lab Technician II	3295N	120
Lab Technician III	3293N	118
Laborer - General	7910N	350
Laser Beam Machine Operator (Cutter/Welder)	6625N	*
Lathe Operator - Bench	6560N	*
Laundry Worker	8720N	370
Legal Assistant	1496N	*
Legal Secretary	1495N	*
Licensed Practical Nurse (LPN)	9230N	382
Light Assembler I	6065N	*
Light Assembler II	6063N	*
Light Assembler III	6060N	*
Line Installer/Repairer	9605N	402
Line Operator	6085N	266
Loan Center Manager (Residential)	7265N	*
Loan Manager (Consumer)	7245N	*
Loan Officer (Commercial) I	7222N	*
Loan Officer (Commercial) II	7220N	*
Loan Officer (Consumer)	7240N	*
Loan Officer (Mortgage)	7260N	*
Loan Processing Specialist (Commercial) II	7230N	*
Loan Processing Specialist (Commercial) III	7225N	*
Loan Processor (Consumer)	7235N	*
Loan Processor (Mortgage) II	7255N	*
Loan Processor (Mortgage) III	7250N	*
Loan Servicing Representative I	7275N	*
Loan Servicing Representative II	7270N	*

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Survey Title	Job Code	Data Page
Low-Boy Driver	5425N	*
Machine Maintenance Mechanic I	3780N	156
Machine Maintenance Mechanic II	3777N	154
Machine Maintenance Mechanic III	3775N	152
Machine Operator - General	6565N	296
Machine Operator - Set up	6590N	*
Machine Repairer - Millwright	3760N	148
Machine Tool Operator I	6640N	*
Machine Tool Operator II	6635N	*
Machine Tool Operator III	6630N	316
Machinist - Maintenance	3770N	150
Machinist - Tool Room	6510N	288
Machinist Helper	6570N	298
Machinist I	6587N	304
Machinist II	6584N	302
Machinist III	6580N	300
Machinist Specialist	6588N	306
Machinist, Pre-Production	6575N	*
Maid/Housekeeping Cleaner	8700N	368
Mail Clerk	1730N	70
Material Handler	4900N	206
Material Records Clerk	4225N	184
Mechanic - Auto-Bus-Truck	3930N	172
Mechanic - Body Shop	3935N	*
Mechanic - Heavy Equipment	3940N	174
Mechanic - Helper	3945N	*
Mechanical Engineering Technician	3275N	114
Medical Claims Processor	9245N	386
Medical Office Assistant	9325N	*
Medical Records Clerk	9140N	380
Medical Records Transcriber	9320N	*
Medical Technologist (ASCP)	9110N	*
Member Service Representative	9240N	384
Messenger	1740N	*
Metal Pourer/Caster	6815N	320
Methods & Process Technician I	3387N	*

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Survey Title	Job Code	Data Page
Methods & Process Technician II	3385N	124
Methods & Process Technician III	3383N	*
Milling Machine Operator	6595N	*
Molding/Casting Machine Operator	6890N	*
NC/CNC Milling/Drilling Machine Operator	6610N	*
NC/CNC Programmer	6605N	308
NC/CNC Turning Machine Operator	6615N	*
Nuclear Medicine Technologist	9020N	*
Nurse - Occupational Health	9100N	*
Nursing Aide/Orderly/Attendant	9200N	*
Office Administrator II	1555N	45
Office Generalist	1700N	62
Office Janitor	3910N	160
Offset Lithographic Press Operator	8230N	*
Oiler - Maintenance	3790N	*
Oil-Lubrication Specialist	3950N	*
Operating Engineer HVAC	7890N	*
Operations Support Specialist	7290N	*
Order Clerk	2695N	94
Order Filler - General	4855N	194
Packer	4860N	196
Painter - Maintenance	3725N	144
Painter - Production II	6140N	280
Painter - Production III	6135N	278
Paralegal	1493N	*
Parts Clerk	3795N	158
Patient Financial Representative (Collections)	9290N	392
Patternmaker	6125N	*
Payroll Clerk I	1460N	43
Payroll Clerk II	1455N	41
PC Support Technician	2166N	76
Personal Computer Specialist	2165N	74
Pharmacy Assistant	9410N	398
Pharmacy Technician	9415N	400
Physical/Corrective Therapy Assistant	9220N	*
Physician's Assistant	9265N	388

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Survey Title	Job Code	Data Page
Pipefitter/Plumber - Maintenance	3745N	*
Pipelayer	7940N	*
Plant Janitor/Sanitation	3915N	162
Plater	6830N	*
Precision Woodworker	7500N	*
Press Brake Operator	6895N	336
Printer	8250N	*
Process Operator	6090N	268
Production Artist/Graphics Specialist	8105N	354
Production Control Clerk	5560N	230
Production Operator	6810N	318
Production Planner/Scheduler I	5555N	228
Production Planner/Scheduler II	5550N	226
Production Process Technician	5535N	*
Production Supervisor I	6017N	250
Production Supervisor II	6015N	248
Programmer I	1915N	*
Programmer II	1910N	*
Programmer III	1900N	*
Punch Press Operator	6900N	338
Purchasing Clerk	4060N	180
Purchasing Expediter	4065N	*
Quality Control Technician	5730N	238
Quality Inspector/Auditor I	5620N	236
Quality Inspector/Auditor II	5610N	234
Quality Inspector/Auditor III	5600N	232
Radiological Technologists (RRT)	9275N	*
Radiology Support Clerk / Dark Room Technician	9280N	*
Receiving Clerk	4865N	198
Receptionist	1655N	58
Referral Coordinator	9315N	396
Registered Dietitian	9120N	378
Registered Occupational Therapist	9050N	*
Registered Respiratory Care Practitioner	9040N	*
Regulatory Compliance Assistant	5765N	246
Repairer - Electronic	3860N	*

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Survey Title	Job Code	Data Page
Resaw Operator - Cut Stock	7510N	*
Roasting/Drying Machine Operator	6170N	*
Rolling Machine Operator	6905N	*
Sales Correspondent II	2665N	88
Sales Correspondent III	2660N	86
Sales Order Analyst II	2685N	92
Sales Order Analyst III	2680N	90
Sales/Marketing Assistant	2895N	108
Salesperson - General	9720N	404
Salesperson - Parts	2810N	104
Sandblast Operator	6820N	322
Sander - Woodworking	7520N	*
Sawing Machine Operator	6910N	340
Sawing Machine Operator/Tender	7530N	*
Scheduler/Patient Registration	9310N	394
Secretary I	1590N	*
Secretary II	1585N	56
Secretary III	1580N	54
Security Guard (Unarmed)	2540N	84
Shear Operator	6915N	*
Shipping and/or Receiving Clerk	4875N	202
Shipping Clerk	4870N	200
Shipping-Receiving Checker	4880N	204
Stock Clerk (Plant)	4930N	208
Stock Clerk, Sales Floor	9725N	*
Stock Room Clerk (Office)	1725N	*
Technical Writer (Non-MIS)	3530N	134
Technician I	6110N	*
Technician II	6105N	274
Technician III	6100N	272
Technician IV	6095N	270
Telecommunications Specialist	2180N	78
Telemarketing Sales Representative	2670N	*
Telephone Operator/Receptionist	1670N	60
Teller I	7202N	*
Teller II	7201N	*

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Survey Title	Job Code	Data Page
Teller III	7200N	*
Tire Repairer/Changer	3965N	*
Tool and Cutter Grinder	6525N	*
Tool and Die Maker I	6523N	*
Tool and Die Maker II	6520N	292
Tool and Die Maker III	6515N	290
Tool Crib Attendant	6530N	*
Trade Show Coordinator	2900N	*
Traffic Clerk	5240N	212
Traffic Dispatcher	5230N	210
Transcriptionist	9130N	*
Truck Driver - Heavy (Short Haul)	5345N	220
Typist Clerk	1595N	*
Ultrasonographer	9030N	*
Vehicle/Equipment Cleaner	3970N	*
Waiter/Waitress	8670N	364
Wastewater Treatment Plant Operator	9620N	*
Water Plant Operator	9615N	*
Webmaster Assistant	2170N	*
Welder - Fitter	6850N	330
Welder - Maintenance	3820N	*
Welder I	6845N	328
Welder II	6840N	326
Welder III	6835N	324
Welding Machine Operator	6855N	*
Woodworking Machine Operator III	7560N	*
Word Processor	1600N	*

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NON-EXEMPT JOB DETAIL REPORTS

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Guide to Non-Exempt Job Detail Reports

Note: The following titles and definitions correspond with the column and row titles on each Non-Exempt Job Detail Report (refer to following guide). All jobs are listed in job code number order within job families.

1. **Survey Job Code & Title**
The survey job code reference number and title. Jobs are listed in job code number order. Please refer to the survey job description summary to determine the degree to which your job matches.
2. **Number of Organizations (No. of Orgs)**
The number of regional respondents that supplied data on the job within a given analysis group. (Note: Some respondents provided input for more than one location.)
3. **Number of Employees (No. of EEs)**
The number of employees reported for the job within a given analysis group.
4. **Simple Average**
This average is calculated as follows:

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

This method of calculation gives equal weight to the amounts paid by each respondent without regard to the number of employees in each organization. It may be useful for analyzing pay practices while reducing the impact of large respondents in an analysis group.
5. **Weighted Average**
This average is calculated as follows:

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

This method may reflect the impact of respondents that have many employees in a given job.
6. **Interquartile Range – 25th%**
The 25th percentile of the sample; the average amounts paid by 25% of the respondents **are less** than this amount.
7. **Interquartile Range – Median**
The median or 50th percentile of the sample; the average amounts paid by half of the respondents are more than this amount and half are less.
8. **Interquartile Range – 75th%**
The 75th percentile of the sample; the average amounts paid by 25% of the respondents **are more** than this amount.
9. **Extremes – 10th%**
The 10th percentile of the sample; the average amounts paid by 10% of the respondents **are less** than this amount.
10. **Extremes – 90th%**
The 90th percentile of the sample; the average amounts paid by 10% of the respondents **are more** than this amount.
11. **Total Responses**
This analysis group displays the data for all Oregon & Southwestern Washington respondents combined, without regard to specific location, size, industry, etc.
12. **Geographic Area**
This section contains breakouts of data for specific geographic areas. A combined “Surrounding Area” data line is included due to the sample size associated with Southern, Coastal, Central and Eastern Oregon.
13. **Employment Size**
This section summarizes the regional survey data based on the number of employees in participating organizations.
14. **Revenue In Millions**
The business net income or budget provided in annual ranges.
15. **Industry**
A category used to describe a company's primary business activity, usually determined by the largest source of a company's revenues.
16. **Union Status**
This displays pay data based on the job being reported as Union or Non-Union.
17. **Profit Status**
This displays pay data based on each responding organization's indication of whether their organization was operating for profit or not-for-profit.
18. **Match Degree**
This displays pay data based on the degree to which participant jobs matched the survey job description summary.
 - **Light Match** covers those respondents whose jobs are slightly less (or “lighter”) than the survey job description.
 - **Good Match** covers those respondents whose jobs fit the survey job description summary well.
 - **Heavy Match** covers those respondents whose jobs include responsibilities which are slightly greater (or “heavier”) than those covered by the survey job description summary.
19. **Range of Pay - Average Start Pay**
The average of the amounts typically paid for a new hire meeting ONLY the minimum job requirements.

Note for Average Low and Average High Fields:

This data reflects the lowest and highest amounts the respondents paid at the time of the survey. Data is excluded if respondents only had one employee in the job or if all employees in the job were paid the same amount. Responses from at least five companies were required in order to report this data.
 - **Range of Pay - Lowest Pay**
The lowest paid rate actually paid; full time equivalent, excluding shift or lead differentials, overtime, bonuses, etc.
 - **Range of Pay - Highest Pay**
The highest paid rate actually paid; full time equivalent, excluding shift or lead differentials, overtime, bonuses, etc.

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▪ Variable Pay

Variable pay is defined as bonus/incentive awards above base pay, paid in cash-equivalent and generally tied to performance metrics (thresholds or targets) for a defined performance period. The performance period is typically the prior calendar year and the payout usually occurs in the current year.

Includes: bonuses or one time lump sum recognition bonus, incentive pay, “non-qualified” profit sharing, gain sharing, and unrestricted stock grants.

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

20. Total Compensation

The wages and benefits an employee receives. The amount reported as direct compensation on a W2, 1099 or K1 tax form.

▪ Receiving / Base Pay

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

▪ Receiving / Variable Amount

Reflects the average dollar amount received as variable pay.

▪ Receiving / % of Base Pay

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

▪ Receiving / Variable + Base

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

▪ Not Receiving / Base Pay

Includes the average base pay amount for employees who are not eligible to participate in any variable pay program.

▪ Combined / Variable + Base

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

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Accountant-Bookkeeper - 1125N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform diversified duties in maintaining accounting records. Verify credits and deductions. Check allocation of charges on bills payable. Maintain and balance petty cash account. Pay minor expenses, prepare daily cash balance figures and weekly transaction report. Check employee expense accounts. Prepare monthly receipt and disbursement summaries, take trial balances, locate discrepancies and reconcile bank statements. Compile special reports. Assist and direct one or two others on accounting or bookkeeping assignments. Analyze facts to determine action to be taken within the limits of standard practice. This is a senior bookkeeping position typically requiring 2 years of formal business training and 3-4 years of related experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	18	22	\$23.10	\$22.40	\$20.63	\$22.53	\$24.73	\$17.85	\$29.01
Geographic Area									
Portland Metro	7	11	\$21.42	\$20.63	\$19.11	\$21.78	\$24.07	\$17.58	\$24.97
Mid-Willamette	7	7	\$23.74	\$23.74	\$21.88	\$22.52	\$23.28	\$21.01	\$27.60
- Total Willamette	14	18	\$22.58	\$21.84	\$20.63	\$22.41	\$23.81	\$18.70	\$24.98
Surrounding Area	4	4	-	-	-	-	-	-	-
Employment Size									
1 - 75	12	15	\$22.43	\$21.53	\$20.29	\$22.41	\$23.85	\$17.57	\$24.87
76-199	5	6	\$23.63	\$23.55	\$21.78	\$23.17	\$24.99	\$19.57	\$28.06
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	6	6	\$21.73	\$21.73	\$20.63	\$21.98	\$23.47	\$18.82	\$24.38
\$3.0 - \$6.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	3	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	4	5	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	4	4	-	-	-	-	-	-	-
Retail Trade	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Utilities	2	2	-	-	-	-	-	-	-

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	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	18	22	\$23.10	\$22.40	\$20.63	\$22.53	\$24.73	\$17.85	\$29.01
Profit Status									
Profit	15	18	\$22.58	\$21.81	\$20.24	\$22.30	\$24.49	\$17.61	\$27.12
Non-Profit	3	4	-	-	-	-	-	-	-
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	13	16	\$22.45	\$21.60	\$20.13	\$22.30	\$24.02	\$17.45	\$27.83
Heavy Match	4	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	12	\$17.78	**	\$15.11	\$17.69	\$20.22	\$14.57	\$22.05
Lowest Pay	6	7	\$18.37	**	\$15.50	\$18.60	\$21.27	\$14.71	\$21.80
Highest Pay	6	7	\$24.98	**	\$24.25	\$25.00	\$25.72	\$23.73	\$26.20
Total Compensation									
Receiving / Base Pay	6	8	\$21.43	\$20.27	\$20.84	\$22.41	\$22.54	\$18.59	\$23.28
Receiving / Variable Amount	6	8	\$0.97	\$0.77	\$0.36	\$0.68	\$1.15	\$0.28	\$1.95
Receiving / % of Base Pay	6	8	4.26%	3.48%	1.64%	3.10%	5.15%	1.37%	8.30%
Receiving / Variable + Base	6	8	\$22.39	\$21.05	\$21.25	\$23.19	\$23.53	\$18.86	\$25.13
Not Receiving / Base Pay	12	14	\$23.94	\$23.61	\$21.12	\$23.48	\$25.88	\$18.29	\$29.94
Combined / Variable + Base	18	22	\$23.42	\$22.68	\$20.90	\$23.34	\$24.98	\$17.85	\$29.01

Oregon Regional Pay Survey

Bookkeeper - 1130N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced level bookkeeping job. This job typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. Responsible for diverse duties in maintaining accounting records in a small company or office. Higher level accounting and financial system work is often provided by outside consultants or CPA's. Incumbents post entries from a wide variety of sources into ledgers and journals, often using computer applications. Incumbents reconcile bank statements, monitor schedules for notes payable and receivable, bonds, securities and interest, cross check, make comparisons, balance accounts and take trial balances. Work often includes payroll, credit and collection duties. Work is regularly reviewed by outside consultants or auditors to verify appropriate procedure and accuracy. Duties require analysis of facts to determine action to be taken within the limits of standard practice. Incumbents may regularly prepare budget status reports for managers. Incumbents may devote a minor portion of time to performing other office support duties. Do not report staff with four-year accounting or closely related degrees.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	23	\$21.96	\$21.81	\$18.34	\$20.84	\$25.23	\$17.30	\$28.09
Geographic Area									
Portland Metro	11	13	\$21.21	\$20.64	\$18.34	\$19.13	\$23.77	\$17.32	\$28.30
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	14	18	\$21.64	\$21.52	\$18.34	\$19.99	\$24.64	\$17.25	\$28.13
Surrounding Area	5	5	\$22.86	\$22.86	\$18.67	\$23.52	\$25.76	\$18.47	\$27.13
Employment Size									
1 - 75	13	14	\$21.16	\$20.82	\$18.33	\$18.67	\$24.47	\$17.24	\$27.58
76-199	4	5	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	7	9	\$20.83	\$21.69	\$18.33	\$18.36	\$22.77	\$17.89	\$26.04
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	6	\$25.20	\$25.20	\$23.41	\$26.11	\$28.16	\$21.09	\$28.39
Education Services	1	1	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Professional / Business Services	2	2	-	-	-	-	-	-	-
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	3	5	-	-	-	-	-	-	-
Wholesale Trade	2	3	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	19	23	\$21.96	\$21.81	\$18.34	\$20.84	\$25.23	\$17.30	\$28.09
Profit Status									
Profit	18	20	\$21.81	\$21.38	\$18.34	\$19.99	\$25.44	\$17.29	\$28.12
Non-Profit	1	3	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	14	18	\$21.13	\$21.12	\$18.34	\$19.99	\$24.23	\$17.25	\$25.44
Heavy Match	4	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	11	\$18.15	**	\$18.08	\$18.45	\$19.80	\$13.07	\$20.98
Lowest Pay	5	7	\$18.61	**	\$18.00	\$18.14	\$19.39	\$15.00	\$22.46
Highest Pay	5	7	\$25.32	**	\$23.00	\$27.20	\$28.20	\$20.00	\$29.41
Total Compensation									
Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable Amount	4	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable + Base	4	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	18	\$22.45	\$22.48	\$18.63	\$23.06	\$25.23	\$18.33	\$27.92
Combined / Variable + Base	19	23	\$22.13	\$21.97	\$18.63	\$20.84	\$25.23	\$18.11	\$28.09

Oregon Regional Pay Survey

Accounting Clerk III - 1135N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of non-exempt accounting. The job typically requires 5+ years of accounting training and experience, or equivalent. This job may be called Accounting Technician or Senior Accounting Clerk. Incumbents at this level are qualified to work in all phases of accounting. However, in a large organization work may be specialized. Incumbents make non-routine choices within established precedent and with limited supervision. A higher level of computer skill is required, including mastery of the internal accounting package and strong spreadsheet skills. At this level, incumbents will assist with monthly trial balances and custom report generation involving intermediate levels of financial analysis using generally prescribed procedures. Incumbents may provide technical direction and work review to lower level accounting staff, but do not provide complete supervision. Do not report staff with four-year degrees in accounting or a closely related field.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	20	32	\$21.53	\$21.62	\$18.85	\$20.68	\$22.87	\$17.26	\$29.43
Geographic Area									
Portland Metro	9	17	\$24.02	\$23.31	\$20.76	\$23.57	\$29.37	\$18.44	\$30.08
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	13	21	\$22.63	\$22.59	\$19.40	\$20.76	\$24.48	\$18.24	\$29.84
Surrounding Area	7	11	\$19.49	\$19.77	\$17.68	\$19.30	\$21.41	\$17.03	\$22.04
Employment Size									
1 - 75	8	8	\$21.78	\$21.78	\$17.66	\$20.06	\$25.70	\$16.33	\$29.55
76-199	4	9	-	-	-	-	-	-	-
200-299	5	12	\$20.58	\$21.57	\$19.40	\$20.76	\$21.84	\$18.16	\$22.88
300+	3	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	8	15	\$22.39	\$22.33	\$20.45	\$21.30	\$22.65	\$19.84	\$25.67
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	15	\$22.26	\$22.12	\$19.30	\$20.76	\$24.48	\$16.41	\$29.49
Financial (Banking, Insurance, Real Estate)	1	4	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	5	\$19.51	\$19.51	\$19.12	\$19.40	\$20.03	\$18.46	\$20.61
Retail Trade	2	3	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	20	32	\$21.53	\$21.62	\$18.85	\$20.68	\$22.87	\$17.26	\$29.43
Profit Status									
Profit	18	28	\$21.47	\$21.57	\$18.30	\$20.31	\$23.34	\$17.11	\$29.55
Non-Profit	2	4	-	-	-	-	-	-	-
Match Degree									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	14	26	\$21.45	\$21.60	\$19.32	\$20.88	\$22.57	\$18.36	\$24.21
Heavy Match	4	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	21	\$16.53	**	\$14.99	\$15.95	\$18.25	\$14.86	\$19.29
Lowest Pay	8	19	\$18.19	**	\$15.82	\$19.12	\$19.89	\$15.61	\$20.16
Highest Pay	8	19	\$24.81	**	\$23.14	\$23.63	\$25.81	\$21.01	\$29.86
Total Compensation									
Receiving / Base Pay	5	10	\$22.50	\$22.47	\$20.76	\$20.99	\$23.57	\$18.26	\$27.78
Receiving / Variable Amount	5	10	\$1.98	\$1.57	\$0.78	\$1.44	\$1.63	\$0.74	\$3.85
Receiving / % of Base Pay	5	10	8.11%	6.58%	3.72%	6.12%	9.80%	3.57%	14.39%
Receiving / Variable + Base	5	10	\$24.48	\$24.04	\$21.48	\$21.77	\$25.01	\$19.52	\$31.55
Not Receiving / Base Pay	15	22	\$21.21	\$21.23	\$18.57	\$20.03	\$22.49	\$17.61	\$27.41
Combined / Variable + Base	20	32	\$22.03	\$22.11	\$18.89	\$21.03	\$23.10	\$17.95	\$29.43

Oregon Regional Pay Survey

Accounting Clerk II - 1137N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of accounting clerical work. The job typically requires a general understanding of accounting principles commensurate with 2+ years of accounting training or experience, or equivalent. In larger departments this level may specialize in accounts payable, accounts receivable or another area of accounting. Incumbents make routine choices within established procedures. Incumbents perform basic troubleshooting to reconcile account balances and inquiry to obtain missing information or verify unusual data. An intermediate level of computer skill is required, usually involving use of an accounting software package and spreadsheets to enter, compile or extract data. Work is relatively independent, with supervision available to address non-routine questions.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	28	44	\$17.42	\$17.30	\$15.68	\$17.75	\$19.45	\$12.56	\$21.14
Geographic Area									
Portland Metro	13	21	\$18.15	\$18.26	\$15.81	\$18.49	\$20.94	\$13.19	\$21.93
Mid-Willamette	6	9	\$16.93	\$16.92	\$16.85	\$17.54	\$18.09	\$14.43	\$18.82
- Total Willamette	19	30	\$17.77	\$17.86	\$16.24	\$18.04	\$19.50	\$12.57	\$21.53
Surrounding Area	9	14	\$16.68	\$16.09	\$15.08	\$16.21	\$18.35	\$14.30	\$19.89
Employment Size									
1 - 75	15	20	\$17.07	\$17.22	\$15.04	\$16.67	\$20.17	\$12.38	\$21.25
76-199	6	8	\$18.79	\$17.87	\$16.71	\$19.50	\$19.61	\$15.45	\$21.44
200-299	5	12	\$16.97	\$17.15	\$17.67	\$18.04	\$18.35	\$14.44	\$18.43
300+	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	6	8	\$15.86	\$15.66	\$13.27	\$15.65	\$18.60	\$12.43	\$19.51
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	8	\$18.69	\$18.26	\$16.56	\$18.03	\$20.61	\$15.71	\$22.33
\$17.0 - \$26.9	4	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	5	12	\$18.15	\$17.91	\$17.40	\$17.67	\$18.04	\$16.93	\$19.83
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	8	14	\$18.56	\$18.37	\$17.20	\$18.27	\$19.81	\$15.51	\$21.70
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	3	6	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	9	\$17.97	\$17.41	\$16.67	\$17.40	\$18.23	\$16.35	\$20.13

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Professional / Business Services	3	5	-	-	-	-	-	-	-
Retail Trade	3	4	-	-	-	-	-	-	-
Services, not elsewhere classified	2	2	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	28	44	\$17.42	\$17.30	\$15.68	\$17.75	\$19.45	\$12.56	\$21.14
Profit Status									
Profit	25	38	\$17.92	\$17.87	\$16.21	\$18.04	\$19.60	\$14.99	\$21.25
Non-Profit	3	6	-	-	-	-	-	-	-
Match Degree									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	20	33	\$17.22	\$17.18	\$15.68	\$17.04	\$18.72	\$12.63	\$21.47
Heavy Match	6	9	\$18.72	\$18.16	\$17.81	\$18.82	\$20.56	\$16.38	\$20.98
Range of Pay									
Start Pay	17	29	\$14.06	**	\$12.18	\$13.94	\$14.79	\$11.80	\$17.54
Lowest Pay	13	26	\$14.65	**	\$13.20	\$15.00	\$17.31	\$11.00	\$17.77
Highest Pay	13	26	\$18.03	**	\$16.20	\$18.10	\$18.50	\$15.20	\$21.29
Total Compensation									
Receiving / Base Pay	9	16	\$16.63	\$16.77	\$14.80	\$15.81	\$18.04	\$12.59	\$21.77
Receiving / Variable Amount	9	16	\$0.72	\$0.70	\$0.48	\$0.83	\$0.96	\$0.08	\$1.21
Receiving / % of Base Pay	9	16	4.13%	3.97%	3.15%	4.49%	4.96%	0.65%	6.67%
Receiving / Variable + Base	9	16	\$17.35	\$17.47	\$15.76	\$16.67	\$18.87	\$12.68	\$22.77
Not Receiving / Base Pay	19	28	\$17.79	\$17.60	\$16.64	\$18.23	\$19.50	\$14.50	\$20.96
Combined / Variable + Base	28	44	\$17.65	\$17.55	\$16.24	\$17.75	\$19.45	\$12.63	\$21.34

Oregon Regional Pay Survey

Accounting Clerk I - 1139N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of accounting clerical work. The job typically requires reading, communication and math skills commensurate with a high school education or GED and no previous accounting experience, or equivalent. Work is task oriented, routine and repetitive, such as matching bills to purchase orders or entering data. Much of the time is spent using a keyboard. Follows instructions and is subject to close supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	27	\$14.34	\$14.13	\$13.38	\$14.05	\$15.00	\$12.01	\$17.48
Geographic Area									
Portland Metro	8	9	\$14.11	\$14.04	\$13.00	\$13.53	\$14.47	\$11.63	\$16.76
Mid-Willamette	7	11	\$14.72	\$14.21	\$13.29	\$14.15	\$16.00	\$11.95	\$17.92
- Total Willamette	15	20	\$14.39	\$14.13	\$12.89	\$14.05	\$15.01	\$11.54	\$18.36
Surrounding Area	4	7	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	8	\$14.69	\$14.61	\$13.79	\$14.15	\$14.66	\$13.13	\$16.72
76-199	7	10	\$14.58	\$14.64	\$13.38	\$13.53	\$15.41	\$12.03	\$18.54
200-299	3	5	-	-	-	-	-	-	-
300+	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-
\$200.0 and higher	1	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	2	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	5	12	\$14.04	\$13.81	\$13.77	\$14.05	\$14.27	\$12.15	\$15.93
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	18	26	\$14.39	\$14.15	\$13.32	\$14.10	\$15.02	\$11.90	\$17.70
Profit Status									
Profit	17	25	\$14.41	\$14.16	\$13.51	\$14.05	\$15.03	\$11.78	\$17.92
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	12	16	\$14.79	\$14.79	\$13.46	\$14.21	\$15.49	\$12.35	\$19.02
Heavy Match	5	6	\$14.03	\$14.04	\$13.51	\$14.05	\$15.03	\$12.92	\$15.04
Range of Pay									
Start Pay	8	14	\$12.24	**	\$11.82	\$12.62	\$13.10	\$10.68	\$13.42
Lowest Pay	7	14	\$12.77	**	\$12.00	\$12.50	\$13.26	\$11.40	\$14.46
Highest Pay	7	14	\$16.05	**	\$15.00	\$15.87	\$18.01	\$13.60	\$18.69
Total Compensation									
Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable Amount	4	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable + Base	4	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	22	\$14.38	\$14.12	\$12.89	\$13.77	\$15.01	\$11.54	\$18.36
Combined / Variable + Base	19	27	\$14.49	\$14.25	\$13.38	\$14.28	\$15.01	\$12.01	\$17.48

Oregon Regional Pay Survey

Accounts Payable Clerk - 1141N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform moderately complex accounts payable work. Review and verify calculations of incoming billings; match invoices with purchase orders and statements; check authorization and signature; post entries to accounting system; reconcile bills; may prepare 1099's, statements and reports, process checks, etc. Typically requires at least 1 year of related accounting experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	68	118	\$17.53	\$17.47	\$16.07	\$17.00	\$19.08	\$14.41	\$21.14
Geographic Area									
Portland Metro	31	54	\$17.75	\$17.43	\$15.92	\$17.20	\$19.60	\$14.24	\$22.32
Mid-Willamette	20	37	\$17.07	\$17.30	\$16.17	\$16.61	\$17.55	\$15.70	\$20.14
- Total Willamette	51	91	\$17.49	\$17.38	\$16.07	\$16.89	\$18.97	\$14.28	\$21.72
Surrounding Area	17	27	\$17.67	\$17.78	\$16.06	\$17.83	\$19.12	\$14.96	\$19.69
Employment Size									
1 - 75	17	17	\$17.75	\$17.75	\$16.15	\$17.83	\$19.34	\$14.38	\$20.91
76-199	24	41	\$17.97	\$17.98	\$16.07	\$17.34	\$19.03	\$15.44	\$22.52
200-299	17	28	\$16.97	\$17.20	\$15.85	\$16.20	\$18.85	\$14.02	\$20.22
300+	10	32	\$17.06	\$16.90	\$16.15	\$16.69	\$17.12	\$16.03	\$18.99
400+	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	5	19	\$17.05	\$17.44	\$16.33	\$17.17	\$17.83	\$16.03	\$17.99
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	10	10	\$18.92	\$18.92	\$16.39	\$19.39	\$21.96	\$14.49	\$22.50
\$17.0 - \$26.9	17	24	\$18.03	\$18.12	\$16.07	\$17.73	\$19.48	\$15.13	\$20.98
\$27.0 - \$54.9	12	16	\$16.38	\$16.34	\$15.67	\$16.14	\$17.00	\$13.81	\$19.48
\$55.0 - \$99.9	13	35	\$17.67	\$17.38	\$16.18	\$16.98	\$18.86	\$16.08	\$19.68
\$100.0 - \$199.9	1	3	-	-	-	-	-	-	-
\$200.0 and higher	4	4	-	-	-	-	-	-	-
Industry									
Construction	2	5	-	-	-	-	-	-	-
Durable Goods Manufacturing	25	32	\$17.05	\$17.16	\$15.72	\$16.56	\$18.86	\$13.88	\$19.71
Education Services	3	5	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	7	-	-	-	-	-	-	-
Health Services	4	4	-	-	-	-	-	-	-
Leisure / Hospitality Services	2	6	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	9	12	\$17.54	\$17.50	\$16.20	\$17.03	\$17.83	\$16.07	\$19.64
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	5	10	\$17.07	\$16.96	\$15.29	\$16.33	\$16.98	\$14.68	\$20.27
Services, not elsewhere classified	3	7	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	2	4	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	8	22	\$17.99	\$17.51	\$16.51	\$17.00	\$18.11	\$16.15	\$20.14
Union Status									
Union	2	3	-	-	-	-	-	-	-
Non-Union	66	115	\$17.51	\$17.47	\$16.06	\$17.00	\$19.02	\$14.38	\$21.31
Profit Status									
Profit	59	103	\$17.33	\$17.31	\$16.07	\$16.89	\$18.84	\$14.43	\$20.16
Non-Profit	9	15	\$18.83	\$18.54	\$16.18	\$19.63	\$20.89	\$15.41	\$22.41
Match Degree									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	56	100	\$17.34	\$17.33	\$16.10	\$16.94	\$18.84	\$14.91	\$19.91
Heavy Match	9	15	\$19.08	\$18.60	\$15.99	\$19.77	\$20.89	\$15.19	\$22.94
Range of Pay									
Start Pay	35	70	\$14.60	**	\$13.07	\$14.28	\$15.71	\$12.16	\$17.58
Lowest Pay	27	66	\$15.33	**	\$13.57	\$15.00	\$16.33	\$12.59	\$18.38
Highest Pay	27	66	\$19.60	**	\$17.62	\$18.91	\$20.59	\$16.19	\$23.36
Total Compensation									
Receiving / Base Pay	15	26	\$18.83	\$18.49	\$17.59	\$18.85	\$19.79	\$17.01	\$21.18
Receiving / Variable Amount	15	26	\$0.85	\$0.65	\$0.24	\$0.65	\$1.29	\$0.20	\$1.52
Receiving / % of Base Pay	15	26	4.37%	3.42%	1.34%	3.43%	6.39%	1.02%	7.67%
Receiving / Variable + Base	15	26	\$19.68	\$19.14	\$17.89	\$19.09	\$21.29	\$17.45	\$22.65
Not Receiving / Base Pay	54	92	\$17.18	\$17.18	\$15.84	\$16.56	\$18.50	\$14.27	\$20.66
Combined / Variable + Base	68	118	\$17.72	\$17.61	\$16.07	\$17.10	\$19.38	\$14.41	\$21.92

Oregon Regional Pay Survey

Accounts Receivable Clerk - 1142N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Keeps customer ledger accounts and prepares monthly accounts receivable statements. Posts invoice data to sales sheets. Prepares petty cash entries. May assist in posting receipts. Typically requires 1-2 years accounting experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	36	55	\$17.40	\$17.28	\$15.51	\$16.92	\$19.58	\$14.41	\$21.12
Geographic Area									
Portland Metro	18	26	\$18.17	\$18.06	\$16.54	\$18.47	\$20.28	\$15.33	\$21.39
Mid-Willamette	10	17	\$16.80	\$16.80	\$15.69	\$16.47	\$17.38	\$15.34	\$19.15
- Total Willamette	28	43	\$17.68	\$17.56	\$16.10	\$17.50	\$19.58	\$15.16	\$21.07
Surrounding Area	8	12	\$16.42	\$16.29	\$14.58	\$15.07	\$17.77	\$13.98	\$20.78
Employment Size									
1 - 75	6	8	\$17.47	\$17.76	\$16.84	\$17.76	\$19.94	\$13.62	\$21.05
76-199	14	19	\$18.09	\$18.18	\$15.58	\$18.16	\$19.99	\$15.00	\$21.28
200-299	12	16	\$16.69	\$16.30	\$14.47	\$16.01	\$18.53	\$14.26	\$20.80
300+	4	12	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	7	\$18.10	\$18.38	\$15.70	\$20.51	\$21.19	\$12.34	\$21.45
\$17.0 - \$26.9	11	16	\$18.33	\$18.48	\$16.87	\$18.36	\$20.14	\$16.40	\$20.42
\$27.0 - \$54.9	3	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	8	14	\$17.47	\$16.87	\$16.20	\$16.81	\$17.85	\$16.02	\$19.60
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	4	-	-	-	-	-	-	-
Industry									
Construction	1	5	-	-	-	-	-	-	-
Durable Goods Manufacturing	9	11	\$17.74	\$17.59	\$16.23	\$17.61	\$19.87	\$14.91	\$21.66
Education Services	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	5	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	6	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Retail Trade	5	7	\$14.34	\$14.32	\$14.27	\$14.54	\$14.68	\$13.69	\$14.81
Services, not elsewhere classified	4	5	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Wholesale Trade	7	10	\$17.86	\$17.96	\$15.92	\$16.90	\$19.09	\$15.35	\$20.85
Union Status									
Union	2	2	-	-	-	-	-	-	-
Non-Union	34	53	\$17.31	\$17.22	\$15.46	\$16.85	\$19.37	\$14.35	\$21.17
Profit Status									
Profit	29	48	\$17.20	\$17.15	\$15.54	\$16.80	\$18.70	\$14.65	\$20.65
Non-Profit	7	7	\$18.23	\$18.23	\$16.31	\$19.05	\$20.71	\$13.88	\$21.09
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	28	44	\$17.34	\$17.15	\$15.51	\$16.92	\$19.16	\$14.64	\$20.41
Heavy Match	7	10	\$17.46	\$17.72	\$15.03	\$16.23	\$21.32	\$12.73	\$22.15
Range of Pay									
Start Pay	18	30	\$14.04	**	\$12.33	\$14.11	\$15.75	\$11.59	\$16.87
Lowest Pay	14	28	\$14.53	**	\$13.97	\$14.75	\$15.84	\$11.77	\$16.59
Highest Pay	14	28	\$18.81	**	\$16.31	\$17.58	\$21.42	\$16.00	\$21.97
Total Compensation									
Receiving / Base Pay	9	11	\$16.65	\$17.01	\$16.12	\$16.94	\$17.61	\$13.72	\$19.66
Receiving / Variable Amount	9	11	\$0.79	\$1.02	\$0.24	\$0.59	\$0.67	\$0.22	\$1.39
Receiving / % of Base Pay	9	11	4.66%	5.94%	1.49%	3.45%	4.13%	1.22%	7.49%
Receiving / Variable + Base	9	11	\$17.45	\$18.03	\$16.36	\$18.16	\$19.72	\$14.22	\$20.21
Not Receiving / Base Pay	29	44	\$17.60	\$17.35	\$15.54	\$16.90	\$19.87	\$14.60	\$21.33
Combined / Variable + Base	36	55	\$17.60	\$17.52	\$15.51	\$17.48	\$19.88	\$14.48	\$21.31

Oregon Regional Pay Survey

Accounts Payable/Receivable Clerk - 1143N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Performs routine accounting operations of both accounts payable and accounts receivable clerk. Performs any combination of the following: calculating, posting and verifying to obtain financial data for use in maintaining accounting records. Compiles and sorts documents such as invoices and checks, substantiating business transactions. Verifies and posts details of business transactions, such as funds received and disbursed, and total accounts, using calculator or computer. Computes and records charges, refunds, cost of lost or damaged goods, freight charges, rentals, and similar items. May type vouchers, invoices, checks account statements, reports and other records, using typewriter or computer. May assist with collection calls on past due accounts.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	30	45	\$18.13	\$17.85	\$16.26	\$18.27	\$19.54	\$14.98	\$22.14
Geographic Area									
Portland Metro	19	27	\$18.81	\$18.54	\$17.05	\$18.92	\$19.66	\$15.95	\$22.48
Mid-Willamette	5	8	\$17.30	\$17.82	\$16.00	\$17.39	\$19.15	\$15.04	\$19.38
- Total Willamette	24	35	\$18.50	\$18.38	\$16.74	\$18.86	\$19.56	\$15.15	\$22.35
Surrounding Area	6	10	\$16.69	\$16.01	\$15.24	\$15.81	\$17.52	\$15.11	\$19.14
Employment Size									
1 - 75	11	12	\$17.59	\$17.75	\$16.12	\$18.05	\$19.16	\$15.30	\$19.60
76-199	14	23	\$18.69	\$18.34	\$16.84	\$19.01	\$20.16	\$15.24	\$22.47
200-299	4	9	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	8	\$18.11	\$18.42	\$18.06	\$18.64	\$19.06	\$16.35	\$19.34
\$17.0 - \$26.9	5	6	\$19.30	\$18.42	\$18.05	\$19.09	\$22.62	\$15.63	\$22.69
\$27.0 - \$54.9	4	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	6	-	-	-	-	-	-	-
\$200.0 and higher	4	12	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	17	22	\$18.57	\$18.44	\$16.31	\$18.79	\$19.60	\$15.04	\$22.52
Education Services	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Professional / Business Services	3	4	-	-	-	-	-	-	-
Retail Trade	1	5	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	7	-	-	-	-	-	-	-
Union Status									
Non-Union	30	45	\$18.13	\$17.85	\$16.26	\$18.27	\$19.54	\$14.98	\$22.14
Profit Status									
Profit	26	41	\$18.30	\$17.93	\$16.40	\$18.64	\$19.54	\$14.89	\$22.28
Non-Profit	4	4	-	-	-	-	-	-	-
Match Degree									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	19	31	\$17.55	\$17.24	\$15.65	\$16.77	\$19.32	\$14.70	\$20.27
Heavy Match	9	12	\$19.13	\$19.20	\$17.92	\$19.15	\$19.54	\$16.90	\$22.21
Range of Pay									
Start Pay	13	21	\$15.21	**	\$12.68	\$15.04	\$17.27	\$12.13	\$19.02
Lowest Pay	10	23	\$15.82	**	\$14.48	\$15.66	\$16.40	\$12.90	\$19.18
Highest Pay	10	23	\$20.08	**	\$16.51	\$20.98	\$23.23	\$15.04	\$24.43
Total Compensation									
Receiving / Base Pay	9	10	\$18.42	\$18.49	\$17.92	\$19.09	\$19.60	\$14.70	\$20.30
Receiving / Variable Amount	9	10	\$0.90	\$0.87	\$0.48	\$0.96	\$1.32	\$0.18	\$1.70
Receiving / % of Base Pay	9	10	4.92%	4.73%	3.01%	5.03%	7.44%	0.91%	9.11%
Receiving / Variable + Base	9	10	\$19.32	\$19.36	\$18.61	\$19.73	\$20.05	\$15.85	\$21.33
Not Receiving / Base Pay	22	35	\$18.08	\$17.67	\$16.26	\$17.72	\$19.54	\$15.23	\$21.94
Combined / Variable + Base	30	45	\$18.40	\$18.07	\$16.26	\$18.70	\$19.87	\$15.20	\$22.14

Oregon Regional Pay Survey

Cost Accounting Clerk - 1160N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of routine duties following established procedures, requiring a general knowledge of cost accounting methods and principles, care and accuracy in selection of correct figures and proper entries and calculations. Compile composite reports showing labor, material and overhead costs on parts, assemblies and products. Compile cost of selling or operating a work unit or a group of units, using payroll, shipping, material and production records. Typically requires at least 1 year of directly related accounting experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	5	\$17.18	\$17.18	\$16.53	\$17.12	\$19.46	\$13.94	\$20.13
Geographic Area									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Union Status									
Non-Union	5	5	\$17.18	\$17.18	\$16.53	\$17.12	\$19.46	\$13.94	\$20.13
Profit Status									
Profit	5	5	\$17.18	\$17.18	\$16.53	\$17.12	\$19.46	\$13.94	\$20.13
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	3	3	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$17.90	\$17.90	\$16.53	\$18.32	\$19.46	\$13.94	\$21.57

Oregon Regional Pay Survey

Billing Clerk III - 1310N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform moderately complex billing duties such as checking shipping memos received with orders and preparing and typing invoices from standard price lists. Copy required data from customer or internal orders or other media. Calculate extensions and add extended figures for gross charges of goods shipped. Make additions and deductions for freight, parcel posts, etc., as indicated. May separate and distribute orders, fold and insert customer's copy, etc. Typically requires 1-2 years of billing experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	12	\$18.51	\$18.26	\$15.99	\$17.65	\$21.33	\$15.44	\$22.45
Geographic Area									
Portland Metro	3	3	-	-	-	-	-	-	-
Mid-Willamette	2	6	-	-	-	-	-	-	-
- Total Willamette	5	9	\$19.00	\$19.00	\$15.97	\$19.25	\$22.02	\$15.33	\$22.53
Surrounding Area	1	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	1	3	-	-	-	-	-	-	-
200-299	1	3	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	3	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	3	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Health Services	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	3	-	-	-	-	-	-	-
Transportation / Warehousing	1	3	-	-	-	-	-	-	-
Wholesale Trade	2	4	-	-	-	-	-	-	-
Union Status									
Non-Union	6	12	\$18.51	\$18.26	\$15.99	\$17.65	\$21.33	\$15.44	\$22.45
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	6	12	\$18.51	\$18.26	\$15.99	\$17.65	\$21.33	\$15.44	\$22.45
Match Degree									
Light Match	2	6	-	-	-	-	-	-	-
Good Match	2	2	-	-	-	-	-	-	-
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Lowest Pay	1	3	-	**	-	-	-	-	-
Highest Pay	1	3	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable Amount	3	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable + Base	3	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	7	-	-	-	-	-	-	-
Combined / Variable + Base	6	12	\$18.99	\$18.54	\$16.05	\$17.77	\$21.33	\$15.56	\$23.65

Oregon Regional Pay Survey

Credit Analyst II - 1335N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Duties include researching, gathering information, examining credit risks and assessing credit history. Involves making recommendations for approval/denial of extension or credit and may involve approval/denial of extension of credit up to assigned credit limits. May work with accounts receivable. Works under general supervision. Reports to a supervisor or manager. Typically requires 2-5 years of experience in the field or in a related area and may require a bachelor's degree.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	19	\$21.29	\$21.20	\$20.91	\$21.59	\$22.49	\$19.06	\$23.17
Geographic Area									
Portland Metro	3	16	-	-	-	-	-	-	-
Mid-Willamette	2	3	-	-	-	-	-	-	-
- Total Willamette	5	19	\$21.29	\$21.20	\$20.91	\$21.59	\$22.49	\$19.06	\$23.17
Employment Size									
76-199	3	16	-	-	-	-	-	-	-
300+	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	11	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	3	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Financial (Banking, Insurance, Real Estate)	2	5	-	-	-	-	-	-	-
Retail Trade	1	2	-	-	-	-	-	-	-
Wholesale Trade	2	12	-	-	-	-	-	-	-
Union Status									
Non-Union	5	19	\$21.29	\$21.20	\$20.91	\$21.59	\$22.49	\$19.06	\$23.17
Profit Status									
Profit	5	19	\$21.29	\$21.20	\$20.91	\$21.59	\$22.49	\$19.06	\$23.17
Match Degree									
Good Match	4	15	-	-	-	-	-	-	-
Heavy Match	1	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	5	19	\$18.23	**	\$16.39	\$17.18	\$20.58	\$15.80	\$21.18
Lowest Pay	3	17	-	**	-	-	-	-	-
Highest Pay	3	17	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	18	\$21.29	\$21.18	\$20.91	\$21.59	\$22.49	\$19.06	\$23.17
Combined / Variable + Base	5	19	\$21.31	\$21.27	\$20.91	\$21.71	\$22.49	\$19.06	\$23.17

Oregon Regional Pay Survey

Credit and/or Collection Specialist - 1370N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Professional level of credit and collections work. The job typically requires a bachelor's or associate's degree with 1+ years of credit/collection experience, or equivalent. Work includes reviewing credit applications and delinquent accounts; researching information from credit organizations; maintaining records on delinquent accounts and credit risks. Issues progressive requests for payment of past-due accounts. Within policy limits, works out payment plans for past due accounts, referring large cases to the manager for approval. Has frequent contact with sales staff regarding qualification of accounts.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	15	28	\$22.99	\$23.03	\$20.09	\$21.48	\$23.58	\$18.36	\$30.14

Geographic Area

Portland Metro	11	19	\$23.76	\$24.67	\$20.86	\$21.48	\$26.51	\$19.44	\$30.62
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	14	24	\$23.29	\$23.73	\$20.79	\$21.93	\$23.59	\$18.45	\$30.26
Surrounding Area	1	4	-	-	-	-	-	-	-

Employment Size

1 - 75	6	9	\$20.91	\$20.23	\$19.83	\$21.05	\$21.39	\$19.15	\$22.53
76-199	4	10	-	-	-	-	-	-	-
200-299	3	5	-	-	-	-	-	-	-
300+	2	4	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	4	6	-	-	-	-	-	-	-
\$100.0 - \$199.9	2	6	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	7	7	\$23.77	\$23.77	\$20.92	\$21.48	\$26.50	\$20.21	\$29.91
Financial (Banking, Insurance, Real Estate)	2	8	-	-	-	-	-	-	-
Health Services	2	5	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Wholesale Trade	2	4	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	15	28	\$22.99	\$23.03	\$20.09	\$21.48	\$23.58	\$18.36	\$30.14
Profit Status									
Profit	15	28	\$22.99	\$23.03	\$20.09	\$21.48	\$23.58	\$18.36	\$30.14
Match Degree									
Good Match	14	25	\$22.20	\$21.70	\$19.76	\$21.29	\$23.44	\$18.28	\$27.68
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	17	\$17.66	**	\$14.48	\$15.73	\$20.86	\$13.46	\$22.91
Lowest Pay	4	12	-	**	-	-	-	-	-
Highest Pay	4	12	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	25	\$23.77	\$23.41	\$20.41	\$22.71	\$25.05	\$18.92	\$30.50
Combined / Variable + Base	15	28	\$23.13	\$23.10	\$20.09	\$21.95	\$23.58	\$18.36	\$30.14

Oregon Regional Pay Survey

Credit and/or Collection Clerk - 1375N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced level of credit and collections clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and 2+ years of related experience, or equivalent. Work includes reviewing credit applications and delinquent accounts; researching information from credit organizations; maintaining records on delinquent accounts and credit risks. Incumbents issue progressive requests for payment of past-due accounts. Much of the time is spent using a keyboard and using appropriate software applications, including web resources. Incumbents make non-routine choices within established precedent and policies, referring unusual situations to a supervisor.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	25	\$17.71	\$17.34	\$15.76	\$16.23	\$18.93	\$15.40	\$20.02

Geographic Area

Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	5	14	\$16.43	\$16.39	\$15.83	\$16.23	\$17.03	\$15.45	\$17.53
- Total Willamette	8	20	\$16.76	\$16.63	\$15.79	\$16.23	\$17.24	\$15.54	\$18.51
Surrounding Area	3	5	-	-	-	-	-	-	-

Employment Size

1 - 75	2	2	-	-	-	-	-	-	-
76-199	4	6	-	-	-	-	-	-	-
200-299	2	3	-	-	-	-	-	-	-
300+	3	14	-	-	-	-	-	-	-

Revenue In Millions

\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	10	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-

Industry

Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	3	6	-	-	-	-	-	-	-
Health Services	1	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	5	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Wholesale Trade	4	6	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	11	25	\$17.71	\$17.34	\$15.76	\$16.23	\$18.93	\$15.40	\$20.02
Profit Status									
Profit	11	25	\$17.71	\$17.34	\$15.76	\$16.23	\$18.93	\$15.40	\$20.02
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	7	20	\$16.84	\$16.83	\$15.76	\$16.23	\$17.45	\$15.49	\$18.73
Heavy Match	3	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	11	\$15.50	**	\$14.61	\$14.83	\$15.21	\$13.84	\$17.83
Lowest Pay	6	16	\$15.63	**	\$14.17	\$14.84	\$16.88	\$13.57	\$18.50
Highest Pay	6	16	\$19.87	**	\$16.82	\$20.46	\$21.74	\$15.68	\$23.46
Total Compensation									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	22	\$17.73	\$17.19	\$15.83	\$16.23	\$17.87	\$15.62	\$21.08
Combined / Variable + Base	11	25	\$17.84	\$17.42	\$15.88	\$16.23	\$18.95	\$15.68	\$20.71

Oregon Regional Pay Survey

Payroll Clerk II - 1455N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Highest level of payroll clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and 3+ years of related training and experience, or equivalent. Incumbents follow standard procedures in making a variety of system entries and computations from data on employee timecards or computer entries. Work includes entering rate changes, totaling hours and distributing or allocating costs; checking computations of timekeepers and researching shortage claims. Work may include calculating total earnings, overtime, taxes, withholding for premiums and savings and similar factors. Work may include coordinating with an outside payroll service to produce calculations, print checks and prepare total payroll reports. Work may also include calculating commissions, administering executive compensation and record maintenance of short and long-term incentive plans. Much of the time is spent using a keyboard. Incumbents may use specialized software packages to enter and compute payroll. Incumbents may provide work direction or check the work of less experienced payroll staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	39	48	\$21.33	\$21.30	\$19.95	\$20.82	\$23.38	\$16.46	\$26.66
Geographic Area									
Portland Metro	10	10	\$23.05	\$23.05	\$21.08	\$22.37	\$24.48	\$19.49	\$29.29
Mid-Willamette	13	16	\$19.34	\$19.79	\$16.83	\$20.37	\$20.82	\$15.40	\$22.06
- Total Willamette	23	26	\$20.95	\$21.04	\$19.19	\$20.82	\$22.65	\$15.58	\$24.49
Surrounding Area	16	22	\$21.87	\$21.60	\$20.02	\$20.76	\$24.07	\$18.41	\$26.97
Employment Size									
1 - 75	6	6	\$23.63	\$23.63	\$20.73	\$22.37	\$28.13	\$18.62	\$29.90
76-199	12	13	\$21.15	\$21.14	\$20.04	\$20.68	\$22.63	\$18.57	\$24.47
200-299	11	14	\$21.41	\$20.99	\$20.09	\$21.28	\$23.88	\$16.75	\$24.43
300+	10	15	\$20.08	\$20.79	\$18.18	\$20.32	\$21.89	\$15.04	\$23.38
400+	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	7	\$18.83	\$19.15	\$16.48	\$20.20	\$20.87	\$15.05	\$21.25
\$17.0 - \$26.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	6	9	\$23.76	\$22.49	\$20.70	\$24.70	\$28.52	\$16.99	\$29.59
\$55.0 - \$99.9	14	19	\$21.52	\$21.62	\$19.96	\$20.76	\$23.59	\$17.11	\$26.58
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	3	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	11	\$22.79	\$22.60	\$20.06	\$21.20	\$27.95	\$16.60	\$29.84

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Financial (Banking, Insurance, Real Estate)	2	4	-	-	-	-	-	-	-
Health Services	6	7	\$21.67	\$21.58	\$19.07	\$21.58	\$22.81	\$18.18	\$25.25
Leisure / Hospitality Services	2	5	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	7	\$19.84	\$19.01	\$20.04	\$20.23	\$20.72	\$17.02	\$22.27
Retail Trade	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	3	3	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	4	5	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	38	47	\$21.20	\$21.19	\$19.94	\$20.76	\$23.01	\$16.31	\$25.39
Profit Status									
Profit	26	31	\$21.16	\$20.95	\$19.94	\$20.40	\$22.84	\$16.02	\$26.86
Non-Profit	13	17	\$21.67	\$21.92	\$20.48	\$21.45	\$24.04	\$17.15	\$26.05
Match Degree									
Good Match	26	35	\$21.12	\$21.13	\$19.94	\$20.59	\$22.76	\$16.02	\$25.95
Heavy Match	13	13	\$21.76	\$21.76	\$20.05	\$21.28	\$24.16	\$17.15	\$26.07
Range of Pay									
Start Pay	22	28	\$17.27	**	\$14.96	\$16.77	\$19.43	\$12.81	\$21.43
Lowest Pay	13	19	\$17.06	**	\$15.00	\$16.60	\$18.60	\$13.85	\$20.62
Highest Pay	13	19	\$22.95	**	\$22.00	\$24.04	\$24.80	\$20.07	\$25.86
Total Compensation									
Receiving / Base Pay	9	13	\$22.65	\$22.36	\$20.22	\$22.93	\$24.50	\$19.10	\$27.16
Receiving / Variable Amount	9	13	\$1.38	\$1.11	\$0.77	\$1.18	\$1.63	\$0.45	\$2.60
Receiving / % of Base Pay	9	13	5.94%	4.84%	3.84%	4.97%	7.85%	2.20%	9.30%
Receiving / Variable + Base	9	13	\$24.03	\$23.47	\$20.82	\$23.27	\$28.09	\$19.86	\$28.95
Not Receiving / Base Pay	30	35	\$20.94	\$20.90	\$19.15	\$20.65	\$22.22	\$16.58	\$24.73
Combined / Variable + Base	39	48	\$21.65	\$21.60	\$19.95	\$20.95	\$23.65	\$16.70	\$28.09

Oregon Regional Pay Survey

Payroll Clerk I - 1460N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of payroll clerical work. The job typically requires reading, communication and math skills commensurate with a high school diploma or GED and less than 1 year of related training and experience, or equivalent. Incumbents follow standard procedures in making a variety of system entries and computations from data on employee timecards or computer entries. Work includes entering rate changes, totaling hours and distributing or allocating costs; checking computations of timekeepers and researching shortage claims. Work may include calculating total earnings, overtime, taxes, withholding for premiums and savings and similar factors. Work may include coordinating with an outside payroll service to produce calculations, print checks and prepare total payroll reports. Much of the time is spent using a keyboard. Incumbents may use specialized software packages to enter and compute payroll. Incumbents follow standard procedures and have readily available supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	15	\$18.59	\$18.46	\$16.55	\$17.57	\$20.83	\$15.37	\$22.69
Geographic Area									
Portland Metro	5	5	\$19.24	\$19.24	\$16.80	\$17.09	\$22.30	\$16.62	\$23.03
Mid-Willamette	6	7	\$18.19	\$17.96	\$16.55	\$17.32	\$19.69	\$15.71	\$21.55
- Total Willamette	11	12	\$18.67	\$18.50	\$16.56	\$17.09	\$21.27	\$16.50	\$22.86
Surrounding Area	3	3	-	-	-	-	-	-	-
Employment Size									
76-199	3	3	-	-	-	-	-	-	-
200-299	5	5	\$18.34	\$18.34	\$16.50	\$16.80	\$20.24	\$15.38	\$22.21
300+	6	7	\$17.07	\$17.00	\$16.55	\$16.84	\$17.81	\$15.71	\$18.66
Revenue In Millions									
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	6	7	\$17.39	\$17.27	\$16.55	\$16.70	\$18.66	\$15.71	\$19.76
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	2	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Retail Trade	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	14	15	\$18.59	\$18.46	\$16.55	\$17.57	\$20.83	\$15.37	\$22.69
Profit Status									
Profit	12	13	\$18.89	\$18.72	\$16.57	\$18.66	\$21.35	\$15.05	\$22.80
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Good Match	12	13	\$17.98	\$17.87	\$16.52	\$16.95	\$19.52	\$15.05	\$22.09
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	9	\$14.96	**	\$13.54	\$13.80	\$15.62	\$13.06	\$18.30
Lowest Pay	5	6	\$14.88	**	\$13.38	\$14.86	\$15.91	\$12.85	\$17.02
Highest Pay	5	6	\$20.43	**	\$17.65	\$18.95	\$22.29	\$17.05	\$24.89
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	13	\$18.46	\$18.32	\$16.57	\$17.57	\$20.44	\$15.05	\$22.68
Combined / Variable + Base	14	15	\$18.63	\$18.49	\$16.63	\$17.57	\$20.83	\$15.38	\$22.76

Oregon Regional Pay Survey

Office Administrator II - 1555N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under general supervision, coordinate and supervise activities of clerical personnel. Analyze and organize office operations and procedures such as typing, flow of correspondence, filing, purchase of supplies and other clerical services. Evaluate office production, revise procedures or devise new forms to improve efficiency of workflow. Assist office personnel in the completion of necessary work. May assist in the hiring/firing of office personnel. Typically requires proficiency with one or more types of operational office equipment (e.g., CRT, personal computer or word processor), plus 3 or more years of related work experience. Excludes exempt supervisory positions.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	32	96	\$21.47	\$21.86	\$18.82	\$20.32	\$24.61	\$16.88	\$27.07
Geographic Area									
Portland Metro	11	41	\$22.71	\$24.82	\$20.37	\$21.79	\$26.06	\$19.14	\$26.62
Mid-Willamette	10	18	\$18.99	\$18.59	\$17.04	\$18.74	\$19.94	\$15.31	\$22.16
- Total Willamette	21	59	\$20.94	\$22.92	\$18.49	\$20.07	\$22.74	\$15.43	\$26.62
Surrounding Area	11	37	\$22.49	\$20.16	\$18.97	\$20.56	\$25.30	\$18.43	\$27.25
Employment Size									
1 - 75	16	36	\$22.65	\$24.73	\$19.45	\$21.18	\$26.45	\$16.32	\$29.30
76-199	5	14	\$22.14	\$21.89	\$20.56	\$21.61	\$23.40	\$19.32	\$25.33
200-299	4	4	-	-	-	-	-	-	-
300+	7	42	\$18.61	\$19.47	\$17.90	\$18.99	\$19.12	\$16.29	\$20.25
Revenue In Millions									
\$0 - \$2.9	4	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	9	41	\$22.74	\$24.03	\$18.49	\$19.55	\$25.89	\$18.16	\$31.65
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	5	9	\$21.75	\$23.56	\$20.56	\$22.74	\$23.40	\$17.48	\$25.33
\$55.0 - \$99.9	6	33	\$19.89	\$19.17	\$18.95	\$19.00	\$19.11	\$17.90	\$22.78
Industry									
Construction	1	3	-	-	-	-	-	-	-
Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	2	3	-	-	-	-	-	-	-
Public Administration	7	37	\$18.12	\$18.77	\$17.32	\$18.49	\$19.12	\$16.41	\$19.56

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Utilities	10	40	\$25.13	\$25.48	\$20.87	\$26.06	\$27.09	\$19.51	\$31.50
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	12	67	\$23.01	\$22.68	\$19.18	\$20.93	\$26.78	\$17.26	\$30.93
Non-Union	20	29	\$20.55	\$19.96	\$18.47	\$20.32	\$22.91	\$16.59	\$26.25
Profit Status									
Profit	24	84	\$21.76	\$21.90	\$18.82	\$20.37	\$24.02	\$17.22	\$27.21
Non-Profit	8	12	\$20.60	\$21.57	\$17.91	\$20.31	\$24.74	\$14.04	\$26.48
Match Degree									
Light Match	5	6	\$20.47	\$19.43	\$20.56	\$20.67	\$22.74	\$16.75	\$23.60
Good Match	24	87	\$21.86	\$22.09	\$18.82	\$19.81	\$26.28	\$16.92	\$27.21
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	14	25	\$16.96	**	\$14.30	\$17.37	\$18.18	\$12.87	\$21.95
Lowest Pay	16	79	\$18.44	**	\$15.63	\$17.06	\$20.03	\$14.81	\$23.38
Highest Pay	16	79	\$23.78	**	\$19.59	\$22.42	\$28.18	\$18.69	\$29.71
Total Compensation									
Receiving / Base Pay	6	6	\$18.47	\$18.47	\$18.57	\$19.07	\$19.84	\$16.03	\$20.32
Receiving / Variable Amount	6	6	\$0.87	\$0.87	\$0.40	\$0.72	\$1.36	\$0.26	\$1.63
Receiving / % of Base Pay	6	6	4.76%	4.76%	2.02%	4.53%	7.06%	1.35%	8.39%
Receiving / Variable + Base	6	6	\$19.34	\$19.34	\$19.39	\$19.99	\$20.30	\$16.79	\$21.25
Not Receiving / Base Pay	27	90	\$22.05	\$22.08	\$18.96	\$21.61	\$26.06	\$16.99	\$27.17
Combined / Variable + Base	32	96	\$21.63	\$21.92	\$18.99	\$20.51	\$24.61	\$16.88	\$27.07

Oregon Regional Pay Survey

Administrative Assistant II - 1559N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced level administrative assistant job. The job typically requires high school graduate level reading, communication, math and problem solving skills and 3+ years of experience, or equivalent. Incumbents perform administrative support work; specific duties vary with department(s) assigned. Assists the department or function manager and other department or function staff by performing a variety of support duties, such as conference or meeting planning, preparing complex documents or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard and custom reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Other skills may include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents must have the ability to exercise independent judgment and discretion. Incumbents make non-routine choices within established guidelines, with minimal supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	52	168	\$19.09	\$18.77	\$16.80	\$18.12	\$20.89	\$15.81	\$24.04
Geographic Area									
Portland Metro	27	70	\$19.03	\$18.29	\$16.92	\$18.12	\$20.23	\$15.31	\$23.50
Mid-Willamette	15	40	\$18.85	\$18.41	\$16.25	\$17.45	\$21.97	\$15.83	\$24.02
- Total Willamette	42	110	\$18.97	\$18.33	\$16.44	\$17.92	\$20.75	\$15.51	\$24.04
Surrounding Area	10	58	\$19.61	\$19.61	\$17.86	\$18.93	\$20.66	\$16.77	\$23.78
Employment Size									
1 - 75	20	47	\$19.46	\$17.79	\$16.66	\$17.79	\$21.82	\$15.36	\$24.76
76-199	14	42	\$19.58	\$20.37	\$17.61	\$18.47	\$22.54	\$16.32	\$23.93
200-299	10	25	\$18.51	\$19.23	\$17.61	\$17.97	\$19.51	\$16.07	\$20.72
300+	8	54	\$18.06	\$18.18	\$16.20	\$17.61	\$18.67	\$15.84	\$20.89
400+	1	12	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	8	14	\$20.40	\$19.44	\$17.39	\$19.76	\$22.04	\$15.78	\$25.72
\$3.0 - \$6.9	4	17	-	-	-	-	-	-	-
\$7.0 - \$11.9	4	11	-	-	-	-	-	-	-
\$12.0 - \$16.9	8	26	\$20.90	\$21.48	\$16.87	\$21.27	\$24.23	\$16.21	\$25.22
\$17.0 - \$26.9	6	14	\$18.97	\$19.86	\$17.80	\$18.19	\$19.86	\$16.26	\$22.46
\$27.0 - \$54.9	9	22	\$18.25	\$18.51	\$16.82	\$17.83	\$18.20	\$16.23	\$20.69
\$55.0 - \$99.9	12	63	\$18.41	\$18.07	\$16.16	\$17.94	\$20.20	\$15.84	\$22.07
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	14	29	\$17.65	\$17.68	\$16.04	\$17.65	\$18.18	\$15.18	\$20.61
Education Services	2	6	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	5	18	\$18.20	\$15.93	\$16.78	\$17.46	\$19.40	\$15.27	\$21.62

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Health Services	3	11	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	12	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Professional / Business Services	6	11	\$21.05	\$21.19	\$18.90	\$20.90	\$23.41	\$17.97	\$24.28
Public Administration	3	34	-	-	-	-	-	-	-
Retail Trade	2	3	-	-	-	-	-	-	-
Services, not elsewhere classified	3	11	-	-	-	-	-	-	-
Social Services	1	7	-	-	-	-	-	-	-
Utilities	5	16	\$24.03	\$21.70	\$19.96	\$23.68	\$26.53	\$18.86	\$29.72
Wholesale Trade	3	5	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Union	3	3	-	-	-	-	-	-	-
Non-Union	49	165	\$19.01	\$18.74	\$16.80	\$18.12	\$20.88	\$15.74	\$24.00
Profit Status									
Profit	36	113	\$18.17	\$17.80	\$16.27	\$17.75	\$18.67	\$15.65	\$22.63
Non-Profit	16	55	\$21.16	\$20.78	\$17.96	\$20.23	\$24.02	\$17.13	\$25.60
Match Degree									
Light Match	5	6	\$17.95	\$17.02	\$14.79	\$17.22	\$22.20	\$13.37	\$22.74
Good Match	41	153	\$19.07	\$18.79	\$16.80	\$18.12	\$20.88	\$15.85	\$24.04
Heavy Match	6	9	\$20.20	\$19.73	\$17.61	\$18.09	\$19.16	\$16.88	\$25.62
Range of Pay									
Start Pay	27	84	\$15.51	**	\$13.47	\$15.27	\$16.97	\$12.00	\$20.36
Lowest Pay	32	143	\$15.96	**	\$14.02	\$15.75	\$17.57	\$13.38	\$18.74
Highest Pay	32	143	\$20.71	**	\$18.30	\$19.46	\$23.16	\$17.01	\$26.00
Total Compensation									
Receiving / Base Pay	16	33	\$19.70	\$19.02	\$16.10	\$18.03	\$23.21	\$14.92	\$24.28
Receiving / Variable Amount	16	33	\$0.68	\$0.73	\$0.36	\$0.72	\$0.96	\$0.24	\$1.03
Receiving / % of Base Pay	16	33	3.55%	3.76%	1.95%	3.38%	4.96%	1.05%	6.11%
Receiving / Variable + Base	16	33	\$20.38	\$19.75	\$16.71	\$18.73	\$24.26	\$15.73	\$25.38
Not Receiving / Base Pay	38	135	\$18.66	\$18.71	\$16.81	\$18.06	\$20.07	\$15.95	\$23.38

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Combined / Variable + Base	52	168	\$19.30	\$18.93	\$16.82	\$18.22	\$20.89	\$15.81	\$24.60

Oregon Regional Pay Survey

Administrative Assistant I - 1561N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level administrative assistant job, typically requiring reading, communication, math and problem solving skills equivalent to a high school education or GED and 1+ years of experience, or equivalent. Performs administrative support work; specific duties vary with department(s) assigned. Assists the supervisor and other department personnel by performing a variety of duties in support of department functions, such as meeting planning, preparing documents, or coordinating activities. Collects, compiles, records or otherwise gathers data and prepares standard reports with information necessary for decision-making. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics or scheduling. Other skills may include use of a programmable telephone system, audiovisual equipment or the internet. Incumbents make routine choices within established guidelines, with readily available supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	28	55	\$16.02	\$16.91	\$14.32	\$15.84	\$17.57	\$12.60	\$19.01
Geographic Area									
Portland Metro	12	22	\$16.30	\$17.41	\$14.38	\$15.84	\$17.34	\$13.70	\$17.66
Mid-Willamette	10	19	\$15.50	\$17.34	\$14.37	\$15.18	\$16.19	\$13.57	\$18.02
- Total Willamette	22	41	\$15.93	\$17.38	\$14.35	\$15.56	\$17.17	\$13.64	\$17.85
Surrounding Area	6	14	\$16.34	\$15.55	\$13.06	\$17.68	\$18.73	\$11.40	\$19.95
Employment Size									
1 - 75	16	19	\$15.08	\$15.05	\$14.17	\$15.18	\$16.37	\$12.58	\$17.27
76-199	7	16	\$16.60	\$15.63	\$14.82	\$17.27	\$18.61	\$12.99	\$19.73
200-299	3	14	-	-	-	-	-	-	-
300+	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	9	19	\$15.47	\$17.43	\$13.68	\$16.16	\$17.00	\$12.37	\$17.90
\$3.0 - \$6.9	5	14	\$16.25	\$16.78	\$12.63	\$14.98	\$18.36	\$11.69	\$21.86
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	9	\$16.56	\$16.18	\$14.86	\$16.07	\$17.00	\$14.46	\$19.16
\$17.0 - \$26.9	1	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	7	8	\$15.47	\$15.32	\$14.39	\$15.36	\$16.31	\$14.02	\$17.28
Education Services	1	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	5	-	-	-	-	-	-	-
Health Services	3	7	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	4	6	-	-	-	-	-	-	-
Retail Trade	1	5	-	-	-	-	-	-	-
Services, not elsewhere classified	3	13	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	28	55	\$16.02	\$16.91	\$14.32	\$15.84	\$17.57	\$12.60	\$19.01
Profit Status									
Profit	20	31	\$16.22	\$17.35	\$14.39	\$15.95	\$17.37	\$13.68	\$18.41
Non-Profit	8	24	\$15.52	\$16.34	\$12.33	\$15.46	\$17.99	\$11.54	\$19.88
Match Degree									
Light Match	4	9	-	-	-	-	-	-	-
Good Match	17	33	\$16.05	\$17.19	\$14.50	\$15.74	\$17.67	\$13.24	\$19.06
Heavy Match	7	13	\$16.91	\$19.01	\$15.31	\$17.00	\$17.40	\$13.34	\$20.20
Range of Pay									
Start Pay	13	26	\$13.61	**	\$12.15	\$12.55	\$15.30	\$11.52	\$16.17
Lowest Pay	10	24	\$12.90	**	\$11.48	\$12.26	\$14.38	\$11.23	\$15.45
Highest Pay	10	24	\$17.50	**	\$14.59	\$16.00	\$17.68	\$13.95	\$25.64
Total Compensation									
Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable Amount	4	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable + Base	4	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	24	50	\$16.24	\$17.14	\$14.23	\$16.18	\$17.72	\$12.56	\$19.22
Combined / Variable + Base	28	55	\$16.12	\$16.98	\$14.44	\$16.05	\$17.57	\$12.60	\$19.01

Oregon Regional Pay Survey

Executive Secretary - 1575N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assigned as personal secretary normally to one key executive. Must have sufficient knowledge of company's organization, policies and personnel to make minor administrative decisions, exercising independent judgment. Exercises considerable judgment and discretion in scheduling appointments for the execution and in routing telephone calls and visitors. Work may involve confidential and/or highly technical information. Responsible for securing and furnishing information and for compiling various reports. May schedule and prepare agenda for meetings and keep minutes. Maintains the executive's private files. Includes ONLY secretaries who report to one of the principal executives of the organization. Typically requires extensive experience in providing secretarial support to management.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	33	68	\$22.79	\$22.54	\$20.25	\$22.12	\$25.07	\$18.84	\$26.45
Geographic Area									
Portland Metro	16	18	\$24.21	\$24.38	\$20.36	\$24.59	\$25.91	\$19.59	\$27.43
Mid-Willamette	7	7	\$22.88	\$22.88	\$20.53	\$22.12	\$24.20	\$20.41	\$25.91
- Total Willamette	23	25	\$23.81	\$23.96	\$20.41	\$24.14	\$25.71	\$19.73	\$27.84
Surrounding Area	10	43	\$20.44	\$21.71	\$18.84	\$20.09	\$21.08	\$17.84	\$23.74
Employment Size									
1 - 75	7	7	\$23.28	\$23.28	\$22.29	\$23.99	\$24.59	\$20.46	\$25.24
76-199	12	14	\$22.14	\$22.04	\$19.41	\$22.11	\$24.57	\$18.84	\$25.68
200-299	7	7	\$21.84	\$21.84	\$18.77	\$20.25	\$21.38	\$17.65	\$27.26
300+	7	40	\$24.36	\$22.71	\$20.76	\$25.65	\$27.29	\$20.41	\$28.26
400+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	5	\$21.17	\$21.17	\$19.60	\$20.51	\$22.12	\$18.56	\$24.30
\$17.0 - \$26.9	7	8	\$25.68	\$25.77	\$23.93	\$24.40	\$26.43	\$22.10	\$29.87
\$27.0 - \$54.9	6	15	\$20.61	\$23.12	\$19.19	\$20.33	\$20.57	\$18.37	\$23.14
\$55.0 - \$99.9	6	30	\$23.21	\$21.51	\$20.59	\$22.31	\$25.13	\$20.41	\$26.92
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	9	\$22.06	\$22.06	\$19.68	\$20.39	\$24.14	\$19.45	\$25.82
Education Services	2	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	2	10	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Health Services	8	8	\$22.32	\$22.32	\$20.50	\$22.91	\$24.40	\$18.56	\$25.20
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Public Administration	1	25	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	4	-	-	-	-	-	-	-
Union Status									
Non-Union	33	68	\$22.79	\$22.54	\$20.25	\$22.12	\$25.07	\$18.84	\$26.45
Profit Status									
Profit	23	49	\$22.66	\$21.84	\$20.32	\$23.53	\$25.02	\$18.99	\$26.33
Non-Profit	10	19	\$23.09	\$24.34	\$19.79	\$21.58	\$25.23	\$18.76	\$27.25
Match Degree									
Light Match	3	4	-	-	-	-	-	-	-
Good Match	25	59	\$22.99	\$22.53	\$20.39	\$22.12	\$25.07	\$19.14	\$27.50
Heavy Match	5	5	\$22.51	\$22.51	\$19.68	\$24.14	\$24.21	\$19.19	\$25.08
Range of Pay									
Start Pay	14	16	\$19.06	**	\$16.86	\$18.61	\$20.51	\$14.04	\$22.11
Lowest Pay	6	31	\$18.82	**	\$17.38	\$18.64	\$20.11	\$15.79	\$22.02
Highest Pay	6	31	\$25.51	**	\$22.44	\$25.99	\$28.18	\$20.95	\$29.58
Total Compensation									
Receiving / Base Pay	6	14	\$24.05	\$24.92	\$24.03	\$24.55	\$25.04	\$22.25	\$25.36
Receiving / Variable Amount	6	14	\$1.14	\$0.75	\$0.48	\$0.60	\$1.80	\$0.38	\$2.43
Receiving / % of Base Pay	6	14	4.94%	3.13%	1.89%	2.47%	8.66%	1.49%	10.85%
Receiving / Variable + Base	6	14	\$25.19	\$25.67	\$24.87	\$25.39	\$25.96	\$23.69	\$26.48
Not Receiving / Base Pay	28	54	\$22.62	\$21.92	\$19.66	\$21.07	\$25.65	\$18.56	\$26.98
Combined / Variable + Base	33	68	\$22.99	\$22.70	\$20.25	\$22.67	\$25.66	\$18.84	\$26.76

Oregon Regional Pay Survey

Secretary III - 1580N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a broad range of typing, clerical, stenographic and minor administrative duties for an upper-level manager or department head within the organization. Within general procedures, exercise independent judgment and discretion in such tasks as making appointments, receiving and screening visitors and telephone calls for superior, maintaining and controlling confidential files and records and compiling regular and special reports. May compose non-routine correspondence from marginal notes or verbal instructions and may compose replies to routine correspondence on own initiative. May record and/or transcribe dictation which may be of a confidential or technical nature. Typically requires 5 or more years of secretarial experience involving the exercise of initiative and judgment relative to non-routine matters.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	12	\$19.58	\$18.50	\$16.26	\$20.82	\$22.92	\$13.71	\$23.52
Geographic Area									
Portland Metro	2	3	-	-	-	-	-	-	-
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	5	8	\$17.54	\$16.68	\$13.82	\$16.26	\$20.82	\$13.48	\$22.44
Surrounding Area	4	4	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	4	-	-	-	-	-	-	-
76-199	3	3	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	5	5	\$19.94	\$19.94	\$20.08	\$20.82	\$22.06	\$16.32	\$22.58
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	3	-	-	-	-	-	-	-
Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	9	12	\$19.58	\$18.50	\$16.26	\$20.82	\$22.92	\$13.71	\$23.52
Profit Status									
Profit	7	10	\$18.95	\$17.84	\$15.04	\$20.82	\$22.49	\$13.60	\$23.16
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Good Match	6	9	\$18.17	\$17.20	\$14.43	\$18.17	\$21.57	\$13.54	\$22.79
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	9	\$15.49	**	\$13.81	\$15.38	\$17.23	\$11.93	\$19.17
Lowest Pay	3	6	-	**	-	-	-	-	-
Highest Pay	3	6	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	10	\$20.38	\$19.55	\$19.13	\$21.44	\$23.07	\$15.53	\$23.52
Combined / Variable + Base	9	12	\$19.64	\$18.58	\$16.26	\$20.82	\$22.92	\$13.80	\$23.52

Oregon Regional Pay Survey

Secretary II - 1585N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a broad range of typing and clerical duties, which may include the recording and/or transcribing of dictation. Within established procedures, exercise initiative in such tasks as receiving visitors and telephone calls for superior, maintaining files and record systems, opening and distributing routine mail and preparation of regular forms and reports. May also compose routine correspondence within established guidelines. Typically requires proficiency with one or more types of operational office equipment (e.g., CRT, personal computer or word processor), and 2-4 years secretarial experience. Excludes Senior Secretaries or Executive Secretaries.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	28	\$15.99	\$16.01	\$15.40	\$16.28	\$16.58	\$14.76	\$16.83

Geographic Area

Portland Metro	3	9	-	-	-	-	-	-	-
Mid-Willamette	5	9	\$15.83	\$15.56	\$15.39	\$15.49	\$16.31	\$15.19	\$16.66
- Total Willamette	8	18	\$15.93	\$15.87	\$15.41	\$15.90	\$16.39	\$15.29	\$16.70
Surrounding Area	6	10	\$16.07	\$16.27	\$15.05	\$16.36	\$16.63	\$14.35	\$17.50

Employment Size

1 - 75	7	12	\$15.60	\$15.46	\$14.85	\$15.39	\$15.87	\$14.40	\$17.11
76-199	2	4	-	-	-	-	-	-	-
200-299	3	8	-	-	-	-	-	-	-
300+	2	4	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	4	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	5	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-

Industry

Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	4	6	-	-	-	-	-	-	-
Health Services	3	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	2	6	-	-	-	-	-	-	-
Utilities	3	8	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	14	28	\$15.99	\$16.01	\$15.40	\$16.28	\$16.58	\$14.76	\$16.83
Profit Status									
Profit	11	20	\$15.88	\$15.86	\$15.22	\$15.49	\$16.57	\$14.64	\$16.89
Non-Profit	3	8	-	-	-	-	-	-	-
Match Degree									
Light Match	2	6	-	-	-	-	-	-	-
Good Match	12	22	\$16.12	\$16.23	\$15.47	\$16.31	\$16.64	\$14.72	\$16.87
Range of Pay									
Start Pay	8	20	\$13.29	**	\$12.15	\$12.95	\$14.34	\$12.00	\$14.83
Lowest Pay	7	19	\$13.20	**	\$12.00	\$13.00	\$14.25	\$11.87	\$14.65
Highest Pay	7	19	\$17.64	**	\$16.40	\$16.75	\$18.79	\$15.77	\$19.97
Total Compensation									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	25	\$16.15	\$16.11	\$15.47	\$16.31	\$16.64	\$15.08	\$16.87
Combined / Variable + Base	14	28	\$16.02	\$16.03	\$15.42	\$16.28	\$16.58	\$14.98	\$16.83

Oregon Regional Pay Survey

Receptionist - 1655N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

This is a specialized job performing reception duties at the corporate, divisional or departmental level. The job typically requires high school graduate level communication and problem solving skills with previous experience of less than 1 year, or equivalent. Receives visitors, secures identification, and determines whom they wish to see. Announces visitors and directs them to the proper office when authorized. Issues visitor's badge and registers as required. Work is task oriented with routine decisions within established guidelines, with readily available supervision. Incumbents may perform other support tasks that can be done while in the reception area.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	67	108	\$13.95	\$13.76	\$12.46	\$13.60	\$15.06	\$11.21	\$16.26
Geographic Area									
Portland Metro	27	32	\$14.39	\$14.30	\$12.33	\$13.76	\$15.26	\$11.05	\$17.07
Mid-Willamette	21	35	\$13.45	\$12.91	\$12.23	\$12.87	\$15.04	\$11.33	\$15.55
- Total Willamette	48	67	\$13.98	\$13.58	\$12.19	\$13.57	\$15.05	\$11.14	\$16.63
Surrounding Area	19	41	\$13.87	\$14.06	\$12.78	\$14.03	\$15.07	\$11.73	\$15.73
Employment Size									
1 - 75	23	38	\$14.03	\$13.58	\$11.90	\$13.22	\$15.01	\$11.39	\$16.04
76-199	23	33	\$13.91	\$13.36	\$12.78	\$14.01	\$15.07	\$11.19	\$16.20
200-299	10	12	\$14.20	\$13.94	\$12.81	\$13.99	\$14.94	\$12.47	\$15.71
300+	10	24	\$13.81	\$14.60	\$12.80	\$13.66	\$15.06	\$12.27	\$15.96
Revenue In Millions									
\$0 - \$2.9	9	13	\$12.28	\$12.08	\$11.33	\$11.75	\$13.22	\$10.82	\$14.47
\$3.0 - \$6.9	6	17	\$14.55	\$13.59	\$12.92	\$14.24	\$15.98	\$12.78	\$16.63
\$7.0 - \$11.9	7	14	\$15.26	\$13.40	\$12.02	\$13.10	\$14.39	\$11.13	\$21.00
\$12.0 - \$16.9	7	10	\$13.37	\$13.48	\$12.68	\$13.60	\$14.27	\$11.92	\$14.97
\$17.0 - \$26.9	11	11	\$13.40	\$13.40	\$11.62	\$13.57	\$15.03	\$11.19	\$15.33
\$27.0 - \$54.9	8	16	\$15.53	\$15.72	\$14.54	\$15.48	\$16.01	\$13.48	\$17.23
\$55.0 - \$99.9	13	20	\$14.22	\$14.13	\$12.87	\$14.05	\$15.05	\$12.64	\$16.23
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	4	5	-	-	-	-	-	-	-
Industry									
Construction	1	3	-	-	-	-	-	-	-
Durable Goods Manufacturing	24	26	\$14.76	\$14.72	\$13.17	\$14.02	\$15.27	\$11.94	\$16.69
Education Services	2	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	2	10	-	-	-	-	-	-	-
Health Services	8	28	\$12.62	\$12.41	\$12.15	\$12.74	\$13.13	\$10.82	\$13.84
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	6	\$13.35	\$13.25	\$12.23	\$12.78	\$14.62	\$12.12	\$14.88
Professional / Business Services	6	7	\$12.45	\$12.29	\$11.41	\$11.85	\$13.76	\$10.67	\$14.83
Retail Trade	3	4	-	-	-	-	-	-	-
Services, not elsewhere classified	2	3	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Wholesale Trade	9	13	\$14.54	\$14.44	\$14.05	\$14.65	\$15.55	\$12.69	\$16.47
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	66	107	\$13.91	\$13.74	\$12.42	\$13.59	\$15.05	\$11.21	\$16.06
Profit Status									
Profit	53	68	\$14.38	\$14.24	\$12.78	\$14.05	\$15.27	\$11.81	\$16.48
Non-Profit	13	39	\$12.35	\$12.98	\$11.02	\$12.05	\$13.23	\$10.10	\$14.91
Match Degree									
Light Match	2	9	-	-	-	-	-	-	-
Good Match	50	76	\$14.09	\$13.98	\$12.42	\$13.89	\$15.20	\$11.61	\$16.25
Heavy Match	15	23	\$13.71	\$13.34	\$12.72	\$13.60	\$14.70	\$10.43	\$15.91
Range of Pay									
Start Pay	35	55	\$11.73	**	\$10.92	\$11.30	\$12.57	\$9.99	\$13.44
Lowest Pay	23	46	\$11.77	**	\$11.00	\$11.78	\$12.44	\$10.68	\$13.03
Highest Pay	23	46	\$15.49	**	\$14.00	\$15.00	\$17.44	\$13.26	\$17.92
Total Compensation									
Receiving / Base Pay	10	18	\$14.31	\$15.02	\$13.05	\$14.24	\$15.76	\$12.01	\$16.30
Receiving / Variable Amount	10	18	\$0.41	\$0.33	\$0.24	\$0.25	\$0.48	\$0.19	\$0.59
Receiving / % of Base Pay	10	18	2.96%	2.31%	1.49%	2.02%	3.37%	1.10%	4.58%
Receiving / Variable + Base	10	18	\$14.72	\$15.35	\$13.46	\$14.79	\$16.06	\$12.47	\$16.54
Not Receiving / Base Pay	57	90	\$13.88	\$13.51	\$12.39	\$13.57	\$15.04	\$11.20	\$15.95
Combined / Variable + Base	67	108	\$14.01	\$13.82	\$12.53	\$13.76	\$15.06	\$11.21	\$16.38

Oregon Regional Pay Survey

Telephone Operator/Receptionist - 1670N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

This is a combination job performing at least two of the three listed functions in the title at the corporate, division or departmental level. The job typically requires high school graduate level communication and problems solving skills with previous experience of less than 1 year, or equivalent. Receives visitors, secures identification, and determines whom they wish to see. Announces visitors and directs them to the proper office when authorized. Issues visitor's badge and registers as required. Operates a telephone console, receives incoming calls and connects to the proper party. Answers general requests for information within established guidelines. Performs routine secretarial duties such as typing, data entry, schedule coordination, making travel arrangements or handling company mail.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	20	57	\$14.27	\$15.15	\$13.21	\$13.94	\$15.48	\$12.61	\$16.24
Geographic Area									
Portland Metro	8	38	\$15.30	\$15.99	\$13.75	\$15.71	\$16.27	\$13.30	\$16.87
Mid-Willamette	8	13	\$13.75	\$13.56	\$12.67	\$13.90	\$14.60	\$12.30	\$15.39
- Total Willamette	16	51	\$14.53	\$15.37	\$13.30	\$14.18	\$15.86	\$12.65	\$16.34
Surrounding Area	4	6	-	-	-	-	-	-	-
Employment Size									
1 - 75	8	10	\$13.89	\$14.03	\$13.68	\$13.94	\$14.35	\$12.75	\$15.26
76-199	7	37	\$15.23	\$15.97	\$13.85	\$15.80	\$16.13	\$13.21	\$16.85
200-299	4	7	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	7	35	\$13.99	\$15.77	\$13.15	\$13.31	\$15.14	\$12.45	\$16.31
\$17.0 - \$26.9	5	6	\$14.77	\$14.61	\$13.82	\$13.90	\$15.80	\$13.05	\$17.01
\$27.0 - \$54.9	2	5	-	-	-	-	-	-	-
\$200.0 and higher	1	3	-	-	-	-	-	-	-
Industry									
Construction	2	4	-	-	-	-	-	-	-
Durable Goods Manufacturing	5	6	\$14.69	\$14.80	\$13.31	\$13.90	\$15.37	\$13.15	\$16.83
Education Services	2	2	-	-	-	-	-	-	-
Health Services	3	33	-	-	-	-	-	-	-
Information (Communication/Broadcastin	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	2	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Retail Trade	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	20	57	\$14.27	\$15.15	\$13.21	\$13.94	\$15.48	\$12.61	\$16.24
Profit Status									
Profit	16	51	\$14.07	\$15.19	\$13.21	\$13.86	\$14.64	\$12.61	\$16.00
Non-Profit	4	6	-	-	-	-	-	-	-
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	14	22	\$13.93	\$13.83	\$13.12	\$13.86	\$14.31	\$12.64	\$15.98
Heavy Match	5	33	\$15.00	\$16.03	\$13.26	\$15.21	\$16.21	\$12.82	\$17.17
Range of Pay									
Start Pay	10	15	\$11.10	**	\$10.38	\$11.20	\$11.31	\$9.59	\$12.41
Lowest Pay	12	48	\$11.76	**	\$10.07	\$11.40	\$12.89	\$9.90	\$14.09
Highest Pay	12	48	\$15.52	**	\$14.23	\$15.47	\$16.61	\$13.94	\$17.44
Total Compensation									
Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable Amount	4	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable + Base	4	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	52	\$14.48	\$15.31	\$13.21	\$14.18	\$15.86	\$12.65	\$16.34
Combined / Variable + Base	20	57	\$14.34	\$15.18	\$13.21	\$13.98	\$15.48	\$12.67	\$16.24

Oregon Regional Pay Survey

Office Generalist - 1700N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Generally working in a one person office, handle diverse office tasks including correspondence, filing and recordkeeping. Prepare and submit reports required by government agencies, business and statistical reports as required. Perform required purchasing, accounting and payroll duties. Generally assist in operation of business. Make recommendations and act on own initiative.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	13	\$17.95	\$16.70	\$13.84	\$15.67	\$20.79	\$12.13	\$26.09
Geographic Area									
Portland Metro	4	6	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	6	8	\$18.15	\$17.17	\$13.07	\$15.27	\$22.16	\$11.77	\$27.41
Surrounding Area	2	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	8	\$18.71	\$17.59	\$13.07	\$16.95	\$23.00	\$11.77	\$27.41
76-199	1	1	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	6	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	6	-	-	-	-	-	-	-
Education Services	1	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	8	13	\$17.95	\$16.70	\$13.84	\$15.67	\$20.79	\$12.13	\$26.09
Profit Status									
Profit	7	12	\$18.96	\$17.19	\$14.63	\$16.31	\$21.90	\$13.61	\$26.75
Non-Profit	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	5	8	\$17.19	\$16.38	\$15.02	\$16.31	\$19.68	\$12.52	\$22.34
Heavy Match	3	5	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	9	-	**	-	-	-	-	-
Lowest Pay	2	7	-	**	-	-	-	-	-
Highest Pay	2	7	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	12	\$16.13	\$15.53	\$13.46	\$15.02	\$18.00	\$11.95	\$21.45
Combined / Variable + Base	8	13	\$18.25	\$16.89	\$13.84	\$15.67	\$20.79	\$12.13	\$26.81

Oregon Regional Pay Survey

General Clerk III - 1705N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of general clerical work. This job typically requiring high school graduate level reading, communication and math skills and 5+ years of experience, or equivalent. Incumbents have a high degree of understanding of the work function and will typically provide work direction to other clerical staff within the area. Incumbents perform a variety of clerical and typing duties, some non-routine and complex in nature. Incumbents utilize knowledge of company policies and procedures in maintaining files, records, and other information. Incumbents work under minimal supervision, using good judgment in resolving routine problems. Do not report jobs specializing in customer service, accounting, data entry or filing.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	15	53	\$16.98	\$16.50	\$13.63	\$17.16	\$19.23	\$12.76	\$21.10
Geographic Area									
Portland Metro	8	29	\$15.95	\$15.14	\$13.03	\$14.95	\$17.72	\$12.36	\$20.43
Mid-Willamette	4	7	-	-	-	-	-	-	-
- Total Willamette	12	36	\$16.77	\$15.75	\$13.34	\$16.90	\$18.36	\$12.53	\$21.50
Surrounding Area	3	17	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	12	\$17.30	\$18.43	\$14.87	\$16.63	\$19.52	\$12.79	\$22.48
76-199	5	28	\$16.44	\$15.51	\$13.38	\$17.16	\$19.09	\$12.82	\$19.70
200-299	1	4	-	-	-	-	-	-	-
300+	2	9	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	7	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	19	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	9	-	-	-	-	-	-	-
\$200.0 and higher	2	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	10	-	-	-	-	-	-	-
Education Services	2	10	-	-	-	-	-	-	-
Health Services	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	2	2	-	-	-	-	-	-	-
Retail Trade	1	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Services, not elsewhere classified	2	5	-	-	-	-	-	-	-
Wholesale Trade	2	19	-	-	-	-	-	-	-
Union Status									
Union	1	8	-	-	-	-	-	-	-
Non-Union	14	45	\$16.75	\$15.86	\$13.50	\$16.90	\$18.85	\$12.68	\$21.05
Profit Status									
Profit	13	50	\$17.37	\$16.67	\$13.88	\$17.27	\$19.37	\$13.25	\$21.44
Non-Profit	2	3	-	-	-	-	-	-	-
Match Degree									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	11	39	\$17.25	\$16.20	\$15.20	\$17.16	\$18.75	\$13.38	\$21.77
Heavy Match	2	9	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	19	\$14.02	**	\$11.47	\$13.17	\$15.66	\$10.68	\$17.99
Lowest Pay	6	20	\$15.97	**	\$14.52	\$16.44	\$16.95	\$12.88	\$18.60
Highest Pay	6	20	\$22.16	**	\$18.20	\$20.50	\$21.00	\$17.02	\$28.96
Total Compensation									
Receiving / Base Pay	6	13	\$17.46	\$19.00	\$16.68	\$17.22	\$17.91	\$14.34	\$20.83
Receiving / Variable Amount	6	13	\$0.47	\$0.51	\$0.37	\$0.44	\$0.61	\$0.30	\$0.68
Receiving / % of Base Pay	6	13	2.78%	2.76%	2.06%	2.73%	3.75%	1.72%	3.90%
Receiving / Variable + Base	6	13	\$17.93	\$19.51	\$17.25	\$17.52	\$18.50	\$14.86	\$21.42
Not Receiving / Base Pay	10	40	\$16.20	\$15.69	\$13.26	\$15.26	\$19.30	\$12.42	\$20.27
Combined / Variable + Base	15	53	\$17.17	\$16.64	\$13.63	\$17.51	\$19.23	\$12.82	\$21.10

Oregon Regional Pay Survey

General Clerk II - 1710N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and 2+ years of experience, or equivalent. Incumbents normally are familiar with department or functional operations and are able to work with minimal assistance. Incumbents perform clerical, counter work and typing duties of some diversity, requiring the application of various standard procedures and preparation or use of several types of forms, reports or records. Incumbents may post data directly to a database from information furnished. Posting may involve some intermediate operation such as cross-checking, comparison or ordinary calculations. Incumbents may prepare and type reports, orders or other forms such as requisitions, schedules or control records of various types. Do not report jobs specializing in customer service, accounting, data entry or filing.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	20	59	\$15.98	\$15.78	\$14.32	\$15.71	\$16.69	\$13.26	\$20.48
Geographic Area									
Portland Metro	7	9	\$16.30	\$16.20	\$14.77	\$16.07	\$17.34	\$14.06	\$19.14
Mid-Willamette	8	21	\$15.80	\$15.70	\$13.73	\$15.74	\$16.64	\$13.22	\$18.73
- Total Willamette	15	30	\$16.03	\$15.85	\$14.13	\$16.07	\$17.00	\$13.49	\$19.57
Surrounding Area	5	29	\$15.83	\$15.71	\$15.29	\$15.35	\$16.06	\$12.97	\$19.05
Employment Size									
1 - 75	9	10	\$15.48	\$15.76	\$14.51	\$16.07	\$16.39	\$13.21	\$17.74
76-199	8	25	\$16.99	\$16.43	\$14.91	\$15.34	\$20.58	\$13.64	\$21.14
200-299	2	19	-	-	-	-	-	-	-
300+	1	5	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	4	12	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	8	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	20	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	5	7	\$15.31	\$15.51	\$13.75	\$14.51	\$16.32	\$13.70	\$17.50
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	3	15	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	13	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Durable Goods Manufacturing	2	7	-	-	-	-	-	-	-
Professional / Business Services	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	6	-	-	-	-	-	-	-
Transportation / Warehousing	1	4	-	-	-	-	-	-	-
Wholesale Trade	3	3	-	-	-	-	-	-	-
Union Status									
Non-Union	20	59	\$15.98	\$15.78	\$14.32	\$15.71	\$16.69	\$13.26	\$20.48
Profit Status									
Profit	15	25	\$16.21	\$16.69	\$14.13	\$16.07	\$17.34	\$13.49	\$20.79
Non-Profit	5	34	\$15.30	\$15.11	\$15.29	\$15.35	\$16.06	\$13.43	\$16.98
Match Degree									
Good Match	17	48	\$16.27	\$15.95	\$14.51	\$16.06	\$17.60	\$13.55	\$20.67
Heavy Match	3	11	-	-	-	-	-	-	-
Range of Pay									
Start Pay	13	46	\$14.16	**	\$12.22	\$14.29	\$15.30	\$11.91	\$17.13
Lowest Pay	10	43	\$14.16	**	\$12.82	\$14.00	\$14.70	\$12.23	\$15.72
Highest Pay	10	43	\$17.59	**	\$16.00	\$17.37	\$19.83	\$13.63	\$22.14
Total Compensation									
Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable Amount	4	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable + Base	4	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	55	\$15.74	\$15.70	\$14.32	\$15.34	\$16.34	\$12.79	\$19.66
Combined / Variable + Base	20	59	\$16.12	\$15.83	\$14.90	\$15.71	\$16.93	\$13.26	\$20.74

Oregon Regional Pay Survey

General Clerk I - 1715N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of general clerical work. The job typically requires high school graduate level reading, communication and math skills and no previous experience, or equivalent. Duties include performing routine clerical procedures in support of an assigned department or function. Duties may include combinations of counter work, filing, checking, redirecting, or entering data into a computer. Incumbents follow prescribed procedures in handling, classifying, filing or indexing data. Working under close supervision, incumbents perform simple computations according to clearly defined principles. Do not report jobs specializing in customer service, accounting, data entry or filing.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	37	\$13.77	\$15.36	\$11.92	\$13.32	\$16.61	\$9.14	\$17.28

Geographic Area

Portland Metro	3	4	-	-	-	-	-	-	-
Mid-Willamette	5	10	\$13.01	\$12.33	\$12.75	\$13.24	\$13.32	\$10.58	\$15.28
- Total Willamette	8	14	\$13.53	\$12.68	\$12.33	\$13.28	\$15.27	\$10.50	\$16.80
Surrounding Area	3	23	-	-	-	-	-	-	-

Employment Size

1 - 75	5	6	\$13.84	\$13.38	\$12.75	\$13.24	\$14.83	\$11.75	\$16.30
76-199	2	22	-	-	-	-	-	-	-
200-299	3	5	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	3	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	20	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	2	3	-	-	-	-	-	-	-
Education Services	1	20	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	4	-	-	-	-	-	-	-
Professional / Business Services	2	2	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Wholesale Trade	1	2	-	-	-	-	-	-	-
Union Status									
Union	2	24	-	-	-	-	-	-	-
Non-Union	9	13	\$13.41	\$12.82	\$11.08	\$13.24	\$16.59	\$9.14	\$16.76
Profit Status									
Profit	8	32	\$14.12	\$15.99	\$12.70	\$14.08	\$16.79	\$10.50	\$17.32
Non-Profit	3	5	-	-	-	-	-	-	-
Match Degree									
Good Match	9	16	\$13.24	\$12.82	\$11.08	\$13.24	\$16.59	\$9.14	\$16.76
Heavy Match	2	21	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	10	\$12.83	**	\$11.45	\$13.24	\$14.41	\$9.66	\$15.45
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	34	\$13.32	\$15.40	\$10.60	\$13.28	\$16.60	\$9.14	\$16.87
Combined / Variable + Base	11	37	\$13.89	\$15.40	\$12.16	\$13.32	\$16.61	\$9.14	\$17.42

Oregon Regional Pay Survey

Mail Clerk - 1730N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Receive and open incoming mail and sort for distribution. Collect and deliver mail, messages and reports throughout plant and/or office. Weigh and prepare outgoing mail or small parcel post items. Keep records of postage charges, use and sale of stamps, etc. This is an entry level position typically requiring little or no previous experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	7	\$14.94	\$14.48	\$14.01	\$15.27	\$15.47	\$13.61	\$16.15

Geographic Area

Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	5	7	\$14.94	\$14.48	\$14.01	\$15.27	\$15.47	\$13.61	\$16.15

Employment Size

1 - 75	1	1	-	-	-	-	-	-	-
200-299	3	3	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-
400+	1	3	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-

Industry

Leisure / Hospitality Services	1	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	2	2	-	-	-	-	-	-	-

Union Status

Non-Union	5	7	\$14.94	\$14.48	\$14.01	\$15.27	\$15.47	\$13.61	\$16.15
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Profit Status

Profit	3	5	-	-	-	-	-	-	-
Non-Profit	2	2	-	-	-	-	-	-	-

Match Degree

Good Match	2	4	-	-	-	-	-	-	-
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Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	7	\$12.31	**	\$11.67	\$11.88	\$12.89	\$11.16	\$13.72
Lowest Pay	3	5	-	**	-	-	-	-	-
Highest Pay	3	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Combined / Variable + Base	5	7	\$15.05	\$14.56	\$14.01	\$15.47	\$15.83	\$13.61	\$16.29

Oregon Regional Pay Survey

Data Entry Operator II - 2160N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced level data entry. The job typically requires high school graduate reading, communication and math skills and 2+ years of experience, or equivalent. Under limited supervision, following more complex procedures and instructions, transcribes data from source documents using data entry devices, or a keyboard. May involve selection of codes or interpretation of data entered. Incumbents may solve routine problems such as erroneous items or codes and obtain missing information. More extensive problems are referred to a supervisor.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	42	\$15.32	\$14.37	\$13.06	\$14.60	\$16.90	\$11.57	\$18.96

Geographic Area

Portland Metro	9	27	\$16.44	\$16.02	\$13.67	\$16.56	\$17.06	\$13.06	\$19.95
Mid-Willamette	2	13	-	-	-	-	-	-	-
- Total Willamette	11	40	\$15.67	\$14.52	\$13.14	\$15.53	\$16.95	\$12.92	\$19.17
Surrounding Area	1	2	-	-	-	-	-	-	-

Employment Size

1 - 75	5	25	\$14.04	\$12.98	\$13.17	\$13.67	\$15.53	\$12.02	\$16.15
76-199	5	13	\$15.48	\$16.67	\$12.92	\$16.85	\$17.06	\$12.02	\$18.33
200-299	1	1	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	13	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	10	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	6	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	3	6	-	-	-	-	-	-	-
Education Services	1	3	-	-	-	-	-	-	-
Health Services	1	6	-	-	-	-	-	-	-
Professional / Business Services	2	17	-	-	-	-	-	-	-
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	6	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	12	42	\$15.32	\$14.37	\$13.06	\$14.60	\$16.90	\$11.57	\$18.96
Profit Status									
Profit	11	39	\$15.52	\$14.47	\$13.05	\$15.53	\$16.95	\$11.42	\$19.17
Non-Profit	1	3	-	-	-	-	-	-	-
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	9	31	\$15.53	\$14.02	\$13.10	\$13.67	\$16.85	\$12.59	\$19.95
Heavy Match	2	9	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	30	\$11.90	**	\$11.31	\$12.23	\$12.81	\$10.28	\$13.23
Lowest Pay	3	14	-	**	-	-	-	-	-
Highest Pay	3	14	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	4	16	-	-	-	-	-	-	-
Receiving / Variable Amount	4	16	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	16	-	-	-	-	-	-	-
Receiving / Variable + Base	4	16	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	26	\$15.34	\$13.48	\$12.92	\$13.17	\$17.06	\$11.39	\$19.95
Combined / Variable + Base	12	42	\$15.50	\$14.51	\$13.06	\$14.93	\$17.26	\$11.57	\$19.25

Oregon Regional Pay Survey

Personal Computer Specialist - 2165N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Analyze needs and assist in the implementation and on-going administration of internal micro-computer (personal computer) systems. Develop procedures, coordinate utilization of software and hardware, and train users on an on-going basis. Develop approaches to ensure up-to-date data system use and that software packages and system development meet overall department/organization goals. Establish standards and procedures; responsible for software standardization. Assignments are fairly complex in nature, requiring judgment to resolve issues, make recommendations, and operate under broad, general direction. Requires a minimum of four to six years of data processing experience with the ability to use and troubleshoot minicomputer equipment, software and related technologies.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	6	\$27.72	\$26.93	\$24.60	\$26.17	\$27.17	\$23.61	\$33.50
Geographic Area									
Portland Metro	1	1	-	-	-	-	-	-	-
- Total Willamette	1	1	-	-	-	-	-	-	-
Surrounding Area	4	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	2	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
300+	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Health Services	1	2	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	5	6	\$27.72	\$26.93	\$24.60	\$26.17	\$27.17	\$23.61	\$33.50
Profit Status									
Profit	4	5	-	-	-	-	-	-	-
Non-Profit	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Good Match	2	3	-	-	-	-	-	-	-
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	5	-	**	-	-	-	-	-
Lowest Pay	1	2	-	**	-	-	-	-	-
Highest Pay	1	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Combined / Variable + Base	5	6	\$28.38	\$27.48	\$25.08	\$26.17	\$28.25	\$23.80	\$34.98

Oregon Regional Pay Survey

PC Support Technician - 2166N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Supports and assists employees in the installation, troubleshooting, and maintenance of computer network and hardware systems. May suggest modifications and corrections to existing software applications. May train workers in use of new hardware or software. Typically requires 3 or more years of related experience with computer networking. Prior work experience in a manufacturing environment preferred.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	27	41	\$21.79	\$21.58	\$18.66	\$21.21	\$24.54	\$16.80	\$28.60
Geographic Area									
Portland Metro	12	19	\$24.04	\$23.82	\$21.12	\$22.47	\$25.84	\$20.41	\$31.29
Mid-Willamette	7	9	\$18.64	\$19.23	\$16.06	\$18.72	\$21.53	\$13.29	\$23.06
- Total Willamette	19	28	\$22.05	\$22.34	\$19.54	\$21.26	\$24.54	\$17.47	\$27.54
Surrounding Area	8	13	\$21.19	\$19.93	\$17.89	\$19.28	\$23.08	\$17.05	\$28.15
Employment Size									
1 - 75	7	8	\$21.71	\$21.34	\$18.11	\$18.72	\$25.61	\$16.16	\$31.65
76-199	5	7	\$21.36	\$21.95	\$20.36	\$20.84	\$21.26	\$19.36	\$23.88
200-299	10	18	\$21.95	\$21.07	\$19.27	\$22.16	\$24.86	\$15.03	\$27.00
300+	5	8	\$22.04	\$22.63	\$20.57	\$21.34	\$23.60	\$18.98	\$25.51
Revenue In Millions									
\$3.0 - \$6.9	7	9	\$21.19	\$20.92	\$18.55	\$18.72	\$21.30	\$18.17	\$25.65
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	8	13	\$22.54	\$22.68	\$21.05	\$22.16	\$24.34	\$19.77	\$25.98
\$100.0 - \$199.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	12	\$22.27	\$22.56	\$20.36	\$20.84	\$23.91	\$18.48	\$26.50
Financial (Banking, Insurance, Real Estate)	2	5	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Information (Communication/Broadcasting)	2	3	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Retail Trade	2	5	-	-	-	-	-	-	-
Services, not elsewhere classified	3	3	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	3	5	-	-	-	-	-	-	-
Union Status									
Non-Union	27	41	\$21.79	\$21.58	\$18.66	\$21.21	\$24.54	\$16.80	\$28.60
Profit Status									
Profit	22	34	\$22.33	\$21.88	\$19.01	\$21.23	\$24.86	\$17.99	\$30.88
Non-Profit	5	7	\$19.43	\$20.12	\$17.80	\$18.41	\$21.84	\$14.71	\$24.62
Match Degree									
Light Match	5	8	\$20.29	\$20.48	\$18.72	\$20.84	\$21.34	\$18.70	\$21.64
Good Match	18	29	\$21.76	\$21.57	\$18.93	\$21.23	\$24.86	\$17.05	\$26.56
Heavy Match	4	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	16	21	\$18.43	**	\$15.83	\$17.89	\$20.42	\$13.98	\$23.89
Lowest Pay	11	24	\$18.47	**	\$15.74	\$19.84	\$21.62	\$13.00	\$21.95
Highest Pay	11	24	\$23.72	**	\$19.85	\$23.71	\$26.56	\$17.00	\$31.25
Total Compensation									
Receiving / Base Pay	7	8	\$24.77	\$24.33	\$21.03	\$21.26	\$29.06	\$20.45	\$31.65
Receiving / Variable Amount	7	8	\$1.31	\$1.18	\$0.66	\$1.06	\$1.73	\$0.43	\$2.67
Receiving / % of Base Pay	7	8	4.86%	4.41%	3.25%	4.03%	6.33%	2.03%	8.44%
Receiving / Variable + Base	7	8	\$26.09	\$25.52	\$21.45	\$22.27	\$30.79	\$21.09	\$34.32
Not Receiving / Base Pay	21	33	\$20.77	\$20.91	\$18.41	\$20.57	\$23.60	\$15.29	\$25.63
Combined / Variable + Base	27	41	\$22.13	\$21.83	\$18.66	\$21.37	\$24.54	\$16.80	\$29.43

Oregon Regional Pay Survey

Telecommunications Specialist - 2180N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Designs, programs, coordinates, and implements telecommunications systems, which may include: PBX voice switching systems, voice mail, telecommunications cable/wiring plans, cellular and paging equipment, and related products and services. Responsible for the ongoing administration of voice and network systems to include telephone station hardware/software changes, voice system software upgrades, traffic analysis and reporting. Typically requires 3-5 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	5	\$24.68	\$24.68	\$21.98	\$24.80	\$26.77	\$21.51	\$27.92
Geographic Area									
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
200-299	1	1	-	-	-	-	-	-	-
300+	4	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	2	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	5	5	\$24.68	\$24.68	\$21.98	\$24.80	\$26.77	\$21.51	\$27.92
Profit Status									
Profit	4	4	-	-	-	-	-	-	-
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	4	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	4	-	**	-	-	-	-	-
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	5	\$24.97	\$24.97	\$23.42	\$24.80	\$26.77	\$22.08	\$27.92

Oregon Regional Pay Survey

Human Resources Assistant II - 2245N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Paraprofessional human resource job. The job typically requires two years of formal training beyond high school and 1+ years of experience in the field of human resources, or equivalent. Incumbents typically assist in more than one area of human resources, such as new employee orientation, workers compensation, staffing, and relocation. Incumbents create and maintain employee personnel records, including tracking systems for vacation, sick leave and FMLA. Incumbents provide customer service to employees by answering questions regarding policies and procedures. Incumbents may also provide assistance in other areas of human resources by doing special projects, such as completing benefit and salary surveys. Incumbents may use specialized software applications. Incumbents work under limited supervision and will often make decisions based upon established policies and/or procedures.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	36	41	\$19.69	\$19.58	\$17.56	\$19.68	\$20.73	\$15.99	\$23.10
Geographic Area									
Portland Metro	15	16	\$20.61	\$20.42	\$17.97	\$19.59	\$21.27	\$15.97	\$25.30
Mid-Willamette	9	13	\$19.03	\$19.03	\$16.31	\$19.85	\$20.24	\$14.31	\$22.14
- Total Willamette	24	29	\$20.02	\$19.80	\$17.27	\$19.71	\$20.96	\$14.95	\$25.52
Surrounding Area	12	12	\$19.04	\$19.04	\$17.63	\$18.82	\$20.40	\$16.43	\$21.90
Employment Size									
1 - 75	4	4	-	-	-	-	-	-	-
76-199	12	12	\$19.72	\$19.72	\$19.14	\$20.04	\$20.50	\$17.67	\$21.57
200-299	14	15	\$18.93	\$18.84	\$16.61	\$18.12	\$20.12	\$14.74	\$24.93
300+	6	10	\$19.01	\$19.02	\$16.92	\$19.31	\$20.46	\$16.30	\$21.43
Revenue In Millions									
\$0 - \$2.9	3	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	6	\$18.16	\$18.16	\$15.19	\$18.91	\$20.70	\$14.29	\$21.27
\$17.0 - \$26.9	7	7	\$22.00	\$22.00	\$18.12	\$19.59	\$21.91	\$17.73	\$29.13
\$27.0 - \$54.9	5	5	\$19.78	\$19.78	\$16.31	\$18.50	\$22.20	\$15.94	\$24.58
\$55.0 - \$99.9	8	13	\$19.15	\$18.99	\$18.46	\$19.81	\$20.10	\$17.18	\$20.37
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	3	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	7	\$20.53	\$20.43	\$18.61	\$19.40	\$22.96	\$17.10	\$25.08
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	7	7	\$18.48	\$18.48	\$16.34	\$17.78	\$20.48	\$16.30	\$21.04
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	7	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Professional / Business Services	2	2	-	-	-	-	-	-	-
Retail Trade	4	4	-	-	-	-	-	-	-
Services, not elsewhere classified	4	5	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Wholesale Trade	4	4	-	-	-	-	-	-	-
Union Status									
Non-Union	36	41	\$19.69	\$19.58	\$17.56	\$19.68	\$20.73	\$15.99	\$23.10
Profit Status									
Profit	25	30	\$20.02	\$19.81	\$17.57	\$19.82	\$20.92	\$16.29	\$23.21
Non-Profit	11	11	\$18.94	\$18.94	\$17.08	\$18.36	\$20.48	\$14.33	\$22.20
Match Degree									
Light Match	3	3	-	-	-	-	-	-	-
Good Match	24	29	\$19.81	\$19.62	\$17.24	\$18.86	\$20.40	\$16.29	\$24.98
Heavy Match	9	9	\$19.17	\$19.17	\$17.66	\$19.59	\$21.62	\$15.41	\$22.43
Range of Pay									
Start Pay	17	17	\$17.24	**	\$14.97	\$17.15	\$18.32	\$13.25	\$19.90
Lowest Pay	13	14	\$17.00	**	\$13.87	\$15.72	\$17.96	\$13.15	\$20.91
Highest Pay	13	14	\$23.10	**	\$18.03	\$21.46	\$24.27	\$17.55	\$29.95
Total Compensation									
Receiving / Base Pay	6	6	\$22.94	\$22.94	\$20.07	\$20.52	\$21.88	\$18.79	\$29.52
Receiving / Variable Amount	6	6	\$0.65	\$0.65	\$0.24	\$0.30	\$0.67	\$0.24	\$1.41
Receiving / % of Base Pay	6	6	3.04%	3.04%	1.11%	1.28%	3.22%	1.02%	6.80%
Receiving / Variable + Base	6	6	\$23.59	\$23.59	\$20.48	\$21.63	\$22.83	\$19.06	\$30.07
Not Receiving / Base Pay	30	35	\$19.04	\$19.00	\$16.68	\$18.86	\$20.29	\$15.59	\$22.23
Combined / Variable + Base	36	41	\$19.80	\$19.67	\$17.64	\$19.68	\$20.88	\$15.99	\$23.48

Oregon Regional Pay Survey

Human Resources Clerk - 2250N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under general supervision and following established procedures, perform clerical tasks related to the personnel function. Typical duties include recording, processing, and filing information about employee addresses and other personal information, wage rates, transfers, promotions, training status, absences, performance appraisal, etc., and furnishing information from such files to authorized persons. Compile routine reports of absences, vacations, employment activity, etc. May maintain records of employment activity and assist in administration of employment tests. May process forms related to employee group insurance, Workers' Compensation and Unemployment Insurance. Excludes specialists in the administration of such programs or functions that are other than purely clerical.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	25	\$14.93	\$14.84	\$13.80	\$14.69	\$15.56	\$13.24	\$16.94
Geographic Area									
Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	11	17	\$14.29	\$14.38	\$13.57	\$14.15	\$15.23	\$12.77	\$15.47
- Total Willamette	15	21	\$14.93	\$14.82	\$13.80	\$14.25	\$15.38	\$13.01	\$17.63
Surrounding Area	4	4	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	3	3	-	-	-	-	-	-	-
200-299	8	11	\$15.43	\$14.98	\$14.14	\$14.99	\$15.89	\$13.80	\$17.42
300+	5	8	\$14.38	\$14.71	\$13.36	\$15.11	\$15.17	\$13.01	\$15.35
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	6	-	-	-	-	-	-	-
\$100.0 - \$199.9	2	2	-	-	-	-	-	-	-
\$200.0 and higher	2	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	3	3	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Durable Goods Manufacturing	5	11	\$14.45	\$14.50	\$13.81	\$15.17	\$15.29	\$13.04	\$15.40
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	3	3	-	-	-	-	-	-	-
Social Services	2	2	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	19	25	\$14.93	\$14.84	\$13.80	\$14.69	\$15.56	\$13.24	\$16.94
Profit Status									
Profit	15	21	\$15.03	\$14.89	\$13.80	\$15.11	\$15.56	\$13.52	\$17.27
Non-Profit	4	4	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	15	21	\$14.63	\$14.60	\$13.80	\$14.25	\$15.23	\$13.52	\$15.58
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	12	\$12.40	**	\$12.02	\$12.27	\$12.62	\$11.08	\$13.28
Lowest Pay	7	11	\$13.17	**	\$12.35	\$13.09	\$13.45	\$12.12	\$14.43
Highest Pay	7	11	\$16.76	**	\$15.49	\$16.00	\$16.99	\$14.60	\$19.38
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	17	23	\$15.14	\$14.99	\$14.03	\$15.11	\$15.65	\$13.61	\$17.29
Combined / Variable + Base	19	25	\$14.98	\$14.88	\$13.92	\$14.69	\$15.56	\$13.29	\$16.94

Oregon Regional Pay Survey

Security Guard (Unarmed) - 2540N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform guarding and patrolling of commercial or industrial premises to protect company, personal property and personnel. Tour premises to check doors, windows and gates for security. Typically requires at least 1 year prior security experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	82	\$12.97	\$12.21	\$11.77	\$12.21	\$13.21	\$10.88	\$16.40

Geographic Area

Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	3	45	-	-	-	-	-	-	-
- Total Willamette	4	46	-	-	-	-	-	-	-
Surrounding Area	4	36	-	-	-	-	-	-	-

Employment Size

76-199	3	32	-	-	-	-	-	-	-
200-299	3	5	-	-	-	-	-	-	-
300+	2	45	-	-	-	-	-	-	-
400+	1	40	-	-	-	-	-	-	-

Revenue In Millions

\$3.0 - \$6.9	1	25	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	47	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Health Services	2	4	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	40	-	-	-	-	-	-	-
Retail Trade	3	31	-	-	-	-	-	-	-
Utilities	1	5	-	-	-	-	-	-	-

Union Status

Non-Union	8	82	\$12.97	\$12.21	\$11.77	\$12.21	\$13.21	\$10.88	\$16.40
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Profit Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	5	73	\$12.94	\$12.00	\$12.19	\$12.22	\$12.26	\$11.37	\$15.23
Non-Profit	3	9	-	-	-	-	-	-	-
Match Degree									
Light Match	2	27	-	-	-	-	-	-	-
Good Match	5	50	\$12.92	\$12.51	\$12.05	\$12.19	\$12.26	\$11.37	\$15.23
Heavy Match	1	5	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	46	-	**	-	-	-	-	-
Lowest Pay	6	53	\$11.67	**	\$10.28	\$10.69	\$12.90	\$10.10	\$14.24
Highest Pay	6	53	\$14.43	**	\$12.34	\$13.34	\$15.03	\$11.77	\$18.19
Total Compensation									
Not Receiving / Base Pay	8	82	\$12.97	\$12.21	\$11.77	\$12.21	\$13.21	\$10.88	\$16.40
Combined / Variable + Base	8	82	\$12.97	\$12.21	\$11.77	\$12.21	\$13.21	\$10.88	\$16.41

Oregon Regional Pay Survey

Sales Correspondent III - 2660N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Interpret customer requirements from written or verbal inquiries. Match customer requirements with standard products and services. Determine possible alterations to standard products and services to meet customer requirements. Advise customers of changes to their order. Furnish product information as required. Arrange for consultations with customers when necessary, and follow up for product sales. Excludes retail sales personnel and typically exists in a manufacturing environment. This is a senior level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	22	\$27.04	\$27.95	\$22.86	\$26.95	\$31.47	\$21.39	\$32.97
Geographic Area									
Portland Metro	5	16	\$26.65	\$27.63	\$25.18	\$28.17	\$30.67	\$20.01	\$31.87
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	8	19	\$26.12	\$27.25	\$22.04	\$26.68	\$30.94	\$20.32	\$32.01
Surrounding Area	2	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	10	-	-	-	-	-	-	-
76-199	5	11	\$26.76	\$26.06	\$25.18	\$25.72	\$30.67	\$20.01	\$33.65
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	13	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	21	\$26.51	\$27.77	\$22.08	\$25.72	\$30.67	\$20.85	\$33.26
Information (Communication/Broadcastin	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	10	22	\$27.04	\$27.95	\$22.86	\$26.95	\$31.47	\$21.39	\$32.97
Profit Status									
Profit	9	21	\$26.51	\$27.77	\$22.08	\$25.72	\$30.67	\$20.85	\$33.26
Non-Profit	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	5	14	\$27.26	\$28.60	\$25.18	\$25.72	\$30.67	\$23.32	\$31.87
Heavy Match	5	8	\$26.81	\$26.80	\$21.92	\$28.17	\$31.73	\$18.71	\$34.08
Range of Pay									
Start Pay	7	19	\$23.90	**	\$22.43	\$25.35	\$25.76	\$17.91	\$28.15
Lowest Pay	6	18	\$23.71	**	\$18.39	\$23.55	\$27.54	\$16.40	\$31.18
Highest Pay	6	18	\$32.76	**	\$30.86	\$37.19	\$37.94	\$22.93	\$38.15
Total Compensation									
Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable Amount	4	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable + Base	4	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	16	\$28.63	\$29.47	\$25.31	\$28.20	\$32.17	\$23.55	\$34.16
Combined / Variable + Base	10	22	\$28.21	\$28.96	\$25.32	\$27.66	\$32.17	\$22.28	\$32.99

Oregon Regional Pay Survey

Sales Correspondent II - 2665N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Interpret customer requirements from written or verbal inquiries following standard routine procedures. Make estimates and prepare quotations and proposals subject to check by superior. Answer requests for information concerning products, repairs and use of products following established procedures. Excludes retail sales personnel and typically exists in a manufacturing environment. This is an intermediate level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	11	\$21.96	\$22.27	\$21.27	\$22.06	\$23.12	\$20.26	\$23.57
Geographic Area									
Portland Metro	4	5	-	-	-	-	-	-	-
Mid-Willamette	1	4	-	-	-	-	-	-	-
- Total Willamette	5	9	\$21.58	\$21.92	\$21.23	\$21.40	\$22.71	\$20.06	\$23.04
Surrounding Area	1	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	11	\$21.96	\$22.27	\$21.27	\$22.06	\$23.12	\$20.26	\$23.57
Union Status									
Non-Union	6	11	\$21.96	\$22.27	\$21.27	\$22.06	\$23.12	\$20.26	\$23.57
Profit Status									
Profit	6	11	\$21.96	\$22.27	\$21.27	\$22.06	\$23.12	\$20.26	\$23.57
Match Degree									
Good Match	6	11	\$21.96	\$22.27	\$21.27	\$22.06	\$23.12	\$20.26	\$23.57
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	4	8	-	**	-	-	-	-	-
Lowest Pay	4	9	-	**	-	-	-	-	-
Highest Pay	4	9	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable Amount	2	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable + Base	2	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Combined / Variable + Base	6	11	\$22.36	\$22.73	\$21.65	\$23.09	\$23.52	\$20.26	\$23.74

Oregon Regional Pay Survey

Sales Order Analyst III - 2680N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Receive, interpret, discuss and edit orders received from customers and sales representatives, covering a wide range of standard and special products and services. Based on technical knowledge of applications, clarify terminology, supply missing information or correct discrepancies involving product selections. Check conditions of sales, shipping and handling instructions. Verify and extend prices, discounts and estimates for standard or special items. Locate and input orders into the computer data base and type order forms. Process change order requests. Maintain records and related information.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	46	\$24.34	\$23.28	\$19.70	\$22.08	\$27.52	\$18.12	\$33.63
Geographic Area									
Portland Metro	10	33	\$23.70	\$21.24	\$19.70	\$21.83	\$27.52	\$17.47	\$32.30
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	11	34	\$23.30	\$21.18	\$19.32	\$21.58	\$26.50	\$17.61	\$32.08
Surrounding Area	3	12	-	-	-	-	-	-	-
Employment Size									
1 - 75	8	26	\$23.29	\$21.34	\$19.32	\$22.08	\$25.47	\$18.38	\$30.27
76-199	3	16	-	-	-	-	-	-	-
200-299	3	4	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	7	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	12	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	14	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	11	37	\$23.92	\$21.59	\$21.20	\$22.09	\$26.50	\$17.61	\$32.08
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Retail Trade	1	3	-	-	-	-	-	-	-
Wholesale Trade	1	5	-	-	-	-	-	-	-
Union Status									
Non-Union	14	46	\$24.34	\$23.28	\$19.70	\$22.08	\$27.52	\$18.12	\$33.63
Profit Status									
Profit	14	46	\$24.34	\$23.28	\$19.70	\$22.08	\$27.52	\$18.12	\$33.63

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	8	27	\$22.16	\$21.52	\$19.32	\$21.20	\$22.68	\$18.80	\$26.74
Heavy Match	5	18	\$25.83	\$25.32	\$22.07	\$23.33	\$28.54	\$18.56	\$34.81
Range of Pay									
Start Pay	8	25	\$19.90	**	\$17.23	\$19.61	\$20.41	\$14.79	\$24.63
Lowest Pay	9	34	\$21.21	**	\$16.25	\$17.55	\$28.10	\$14.15	\$30.00
Highest Pay	9	34	\$28.18	**	\$24.98	\$25.50	\$28.85	\$20.89	\$38.64
Total Compensation									
Receiving / Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable Amount	3	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable + Base	3	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	41	\$23.74	\$23.29	\$19.32	\$22.08	\$25.47	\$17.78	\$31.73
Combined / Variable + Base	14	46	\$25.15	\$23.90	\$21.13	\$23.15	\$28.22	\$18.12	\$35.05

Oregon Regional Pay Survey

Sales Order Analyst II - 2685N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Similar to Sales Order Analyst III, Job #2680, except analyses are limited to standard company product lines, where orders are less complex and do not require interpretation or knowledge of applications. Technical inquiries or product selection matters are referred to other company personnel for further action.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	19	\$18.18	\$21.52	\$16.00	\$17.09	\$19.05	\$13.78	\$22.17

Geographic Area

Portland Metro	4	4	-	-	-	-	-	-	-
Mid-Willamette	4	5	-	-	-	-	-	-	-
- Total Willamette	8	9	\$17.51	\$17.28	\$16.28	\$17.77	\$18.89	\$14.48	\$20.20
Surrounding Area	3	10	-	-	-	-	-	-	-

Employment Size

1 - 75	7	8	\$17.06	\$16.86	\$16.00	\$17.09	\$18.59	\$14.78	\$18.98
76-199	3	9	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-

Revenue In Millions

\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	7	-	-	-	-	-	-	-
\$200.0 and higher	2	4	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Retail Trade	1	2	-	-	-	-	-	-	-
Wholesale Trade	2	8	-	-	-	-	-	-	-

Union Status

Non-Union	11	19	\$18.18	\$21.52	\$16.00	\$17.09	\$19.05	\$13.78	\$22.17
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Profit Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	10	18	\$18.15	\$21.69	\$15.72	\$16.88	\$19.20	\$13.63	\$22.90
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	7	9	\$16.55	\$16.44	\$14.61	\$16.66	\$17.77	\$13.17	\$19.93
Heavy Match	4	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	11	-	**	-	-	-	-	-
Lowest Pay	3	10	-	**	-	-	-	-	-
Highest Pay	3	10	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	17	\$18.84	\$22.26	\$16.66	\$18.44	\$19.36	\$14.80	\$23.63
Combined / Variable + Base	11	19	\$18.47	\$21.68	\$16.05	\$18.39	\$19.05	\$15.13	\$22.17

Oregon Regional Pay Survey

Order Clerk - 2695N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform clerical processing operations necessary before orders can be filled. Typical duties include price quotations, completion of standard order sheets, verification of customer credit rating with Credit Department and forwarding of order to proper department for filling. Typically follow specific instructions of a catalog or applications handbook with detailed technical knowledge of product application not required. May require use of equipment, such as CRT, personal computer, microfilm, or microfiche.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	11	\$16.33	\$15.78	\$14.01	\$14.64	\$19.85	\$13.19	\$20.67
Geographic Area									
Portland Metro	5	8	\$17.00	\$15.99	\$14.22	\$15.06	\$19.77	\$14.04	\$21.14
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	6	9	\$16.09	\$15.49	\$14.00	\$14.64	\$18.59	\$12.71	\$20.91
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	6	\$16.48	\$16.25	\$14.04	\$15.06	\$19.77	\$12.51	\$21.14
76-199	2	4	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	4	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Wholesale Trade	2	5	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	7	10	\$15.51	\$15.15	\$13.98	\$14.22	\$17.42	\$12.95	\$19.89
Profit Status									
Profit	8	11	\$16.33	\$15.78	\$14.01	\$14.64	\$19.85	\$13.19	\$20.67

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Good Match	3	5	-	-	-	-	-	-	-
Heavy Match	5	6	\$16.09	\$15.92	\$14.04	\$15.06	\$19.77	\$12.51	\$19.96
Range of Pay									
Start Pay	3	4	-	**	-	-	-	-	-
Lowest Pay	2	3	-	**	-	-	-	-	-
Highest Pay	2	3	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	8	\$16.57	\$15.72	\$14.04	\$15.06	\$19.77	\$13.97	\$19.96
Combined / Variable + Base	8	11	\$16.67	\$16.02	\$14.01	\$15.16	\$19.85	\$13.34	\$21.03

Oregon Regional Pay Survey

Customer Service Representative III - 2745N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of customer service work. The job typically requires an associate or bachelor's degree with 2+ years of experience, or equivalent. Handles the more technical or complex service questions from customers and applies judgment in resolving service, warranty or technical problems falling within established limits of authority and knowledge. Issues of greater impact or technical complexity are researched and presented to management or referred to the appropriate internal experts for resolution. Typical customer questions are focused on account status, technical product application or service information, pricing or adjustments. May provide work direction to others.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	45	125	\$23.57	\$21.89	\$18.53	\$21.92	\$27.63	\$16.68	\$31.44
Geographic Area									
Portland Metro	25	51	\$24.38	\$23.07	\$19.59	\$21.92	\$27.63	\$17.64	\$33.09
Mid-Willamette	4	5	-	-	-	-	-	-	-
- Total Willamette	29	56	\$24.14	\$23.07	\$19.04	\$21.92	\$27.63	\$17.26	\$31.20
Surrounding Area	16	69	\$22.54	\$20.93	\$17.01	\$22.18	\$26.60	\$16.29	\$31.35
Employment Size									
1 - 75	25	45	\$22.84	\$22.30	\$17.36	\$21.32	\$25.72	\$16.60	\$29.52
76-199	12	41	\$24.16	\$24.03	\$20.52	\$23.20	\$26.07	\$18.25	\$32.62
200-299	5	30	\$19.80	\$15.47	\$17.36	\$19.04	\$19.14	\$14.89	\$25.77
300+	3	9	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	7	12	\$20.53	\$20.46	\$17.84	\$19.59	\$20.82	\$16.93	\$24.87
\$3.0 - \$6.9	3	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	7	20	\$28.61	\$27.37	\$26.52	\$28.64	\$30.68	\$22.12	\$35.23
\$12.0 - \$16.9	9	25	\$22.85	\$21.27	\$16.62	\$18.85	\$25.72	\$16.45	\$32.81
\$17.0 - \$26.9	9	13	\$22.26	\$22.15	\$19.14	\$21.90	\$23.70	\$17.79	\$26.22
\$27.0 - \$54.9	4	15	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	14	-	-	-	-	-	-	-
\$200.0 and higher	3	22	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	15	39	\$21.28	\$21.39	\$18.55	\$20.26	\$23.43	\$17.07	\$26.87
Education Services	2	12	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Information (Communication/Broadcasting)	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	5	-	-	-	-	-	-	-
Professional / Business Services	3	4	-	-	-	-	-	-	-
Public Administration	2	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Retail Trade	3	21	-	-	-	-	-	-	-
Utilities	10	23	\$30.38	\$28.98	\$27.72	\$29.95	\$32.85	\$24.40	\$35.77
Wholesale Trade	5	15	\$17.91	\$17.63	\$16.59	\$17.15	\$17.36	\$16.57	\$20.08
Union Status									
Union	4	22	-	-	-	-	-	-	-
Non-Union	41	103	\$23.05	\$20.94	\$18.05	\$21.32	\$27.41	\$16.62	\$30.88
Profit Status									
Profit	39	106	\$22.88	\$20.86	\$17.71	\$21.32	\$26.57	\$16.61	\$29.91
Non-Profit	6	19	\$28.07	\$27.59	\$24.67	\$27.88	\$32.62	\$22.09	\$34.23
Match Degree									
Light Match	4	27	-	-	-	-	-	-	-
Good Match	28	62	\$23.40	\$23.59	\$17.88	\$21.91	\$27.98	\$16.73	\$31.16
Heavy Match	13	36	\$25.47	\$24.27	\$19.14	\$25.62	\$28.64	\$18.89	\$34.12
Range of Pay									
Start Pay	17	38	\$17.94	**	\$15.75	\$17.01	\$19.78	\$14.38	\$21.67
Lowest Pay	24	80	\$19.93	**	\$16.23	\$20.16	\$23.03	\$14.66	\$26.37
Highest Pay	24	80	\$28.42	**	\$22.10	\$28.68	\$34.94	\$19.41	\$38.04
Total Compensation									
Receiving / Base Pay	12	34	\$21.89	\$21.76	\$16.61	\$18.20	\$23.93	\$16.55	\$29.32
Receiving / Variable Amount	12	34	\$0.85	\$0.98	\$0.41	\$0.96	\$1.26	\$0.15	\$1.44
Receiving / % of Base Pay	12	34	4.01%	4.68%	2.40%	3.44%	6.40%	0.91%	6.56%
Receiving / Variable + Base	12	34	\$22.73	\$22.74	\$17.45	\$19.49	\$24.98	\$16.74	\$29.59
Not Receiving / Base Pay	35	91	\$23.77	\$21.93	\$19.00	\$22.38	\$28.13	\$16.99	\$31.44
Combined / Variable + Base	45	125	\$23.80	\$22.17	\$18.53	\$21.92	\$27.63	\$16.81	\$31.44

Oregon Regional Pay Survey

Customer Service Representative II - 2750N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of customer service work. The job typically requires high school graduate reading, communication, math and problem solving skills and 2+ years experience. Incumbents receive questions from customers and follow established procedures to provide answers or refer calls to appropriate staff. Typical questions are focused on order status, product information, account status, pricing, product or service. Incumbents require limited supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	70	417	\$18.57	\$16.25	\$15.98	\$18.50	\$20.36	\$14.13	\$22.69
Geographic Area									
Portland Metro	37	233	\$19.19	\$15.85	\$16.51	\$18.59	\$21.20	\$15.06	\$23.31
Mid-Willamette	16	56	\$17.25	\$17.65	\$13.59	\$18.49	\$19.98	\$12.57	\$20.33
- Total Willamette	53	289	\$18.61	\$16.19	\$16.30	\$18.59	\$20.26	\$13.83	\$22.44
Surrounding Area	17	128	\$18.45	\$16.38	\$15.16	\$17.69	\$20.58	\$14.62	\$24.42
Employment Size									
1 - 75	39	111	\$19.01	\$17.97	\$15.63	\$18.62	\$21.29	\$14.08	\$24.60
76-199	23	122	\$18.41	\$19.17	\$16.62	\$18.49	\$19.31	\$15.30	\$21.64
200-299	6	71	\$17.32	\$13.39	\$14.91	\$17.66	\$20.05	\$12.84	\$21.46
300+	2	113	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	16	39	\$17.62	\$17.29	\$15.52	\$17.73	\$19.68	\$13.50	\$20.35
\$3.0 - \$6.9	5	116	\$16.69	\$13.20	\$14.18	\$16.30	\$18.59	\$13.47	\$20.26
\$7.0 - \$11.9	8	55	\$18.70	\$20.33	\$17.09	\$19.27	\$21.43	\$14.04	\$22.39
\$12.0 - \$16.9	9	20	\$19.79	\$19.31	\$16.63	\$20.22	\$22.54	\$14.80	\$24.60
\$17.0 - \$26.9	14	63	\$19.28	\$19.14	\$17.73	\$18.76	\$19.82	\$16.51	\$22.43
\$27.0 - \$54.9	8	31	\$19.25	\$17.30	\$15.70	\$17.82	\$21.07	\$15.06	\$24.59
\$55.0 - \$99.9	4	14	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	6	-	-	-	-	-	-	-
\$200.0 and higher	5	73	\$16.75	\$13.18	\$15.54	\$18.04	\$18.55	\$12.94	\$19.65
Industry									
Durable Goods Manufacturing	24	76	\$18.64	\$18.11	\$16.29	\$17.95	\$20.01	\$14.86	\$22.40
Education Services	1	28	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	108	-	-	-	-	-	-	-
Health Services	1	12	-	-	-	-	-	-	-
Information (Communication/Broadcasting)	2	4	-	-	-	-	-	-	-
Natural Resources / Mining	2	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Durable Goods Manufacturing	8	15	\$19.60	\$18.74	\$15.74	\$18.75	\$23.11	\$12.66	\$26.41
Professional / Business Services	3	14	-	-	-	-	-	-	-
Retail Trade	6	67	\$15.61	\$12.07	\$12.78	\$15.19	\$17.44	\$11.60	\$20.06
Services, not elsewhere classified	5	10	\$18.38	\$16.51	\$14.18	\$16.51	\$21.38	\$13.67	\$24.44
Transportation / Warehousing	1	5	-	-	-	-	-	-	-
Utilities	5	22	\$21.36	\$21.62	\$20.44	\$20.58	\$21.20	\$18.54	\$24.85
Wholesale Trade	10	53	\$18.55	\$18.21	\$18.41	\$18.92	\$19.31	\$15.79	\$19.72
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Union	3	35	-	-	-	-	-	-	-
Non-Union	67	382	\$18.52	\$15.76	\$16.07	\$18.49	\$20.24	\$13.98	\$22.58
Profit Status									
Profit	64	401	\$18.23	\$15.99	\$15.67	\$18.28	\$19.98	\$13.82	\$22.53
Non-Profit	6	16	\$22.18	\$22.93	\$20.31	\$20.51	\$25.01	\$19.15	\$26.88
Match Degree									
Light Match	3	7	-	-	-	-	-	-	-
Good Match	52	346	\$18.32	\$15.43	\$15.46	\$18.00	\$20.29	\$13.72	\$22.60
Heavy Match	15	64	\$19.08	\$20.33	\$17.17	\$18.62	\$21.37	\$15.18	\$22.84
Range of Pay									
Start Pay	37	238	\$15.01	**	\$12.39	\$14.68	\$16.30	\$11.20	\$19.31
Lowest Pay	39	306	\$16.07	**	\$13.76	\$15.73	\$17.33	\$11.96	\$19.82
Highest Pay	39	306	\$21.02	**	\$17.82	\$19.76	\$23.86	\$15.77	\$25.73
Total Compensation									
Receiving / Base Pay	33	112	\$18.77	\$17.82	\$16.30	\$18.59	\$20.44	\$14.93	\$22.63
Receiving / Variable Amount	33	112	\$1.14	\$0.66	\$0.24	\$0.58	\$1.11	\$0.12	\$2.00
Receiving / % of Base Pay	33	112	5.79%	3.56%	1.20%	3.79%	6.58%	0.63%	10.71%
Receiving / Variable + Base	33	112	\$19.91	\$18.47	\$17.02	\$18.98	\$21.62	\$15.47	\$24.83
Not Receiving / Base Pay	46	305	\$18.28	\$15.68	\$15.75	\$18.21	\$20.15	\$13.50	\$22.53
Combined / Variable + Base	70	417	\$19.11	\$16.45	\$16.42	\$18.59	\$21.10	\$14.13	\$23.76

Oregon Regional Pay Survey

Customer Service Representative I - 2753N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of customer service work. The job typically requires high school graduate reading, communication, math and problem solving skills and no previous experience, or equivalent. Incumbents receive questions from customers and follow established procedures to provide answers or refer calls to appropriate staff. Typical questions are focused on order status, product information, account status, pricing, product or service. Incumbents follow established procedures and have readily available supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	61	\$15.71	\$15.08	\$13.98	\$15.10	\$17.46	\$12.75	\$19.62
Geographic Area									
Portland Metro	8	18	\$16.27	\$16.04	\$14.96	\$15.51	\$16.33	\$14.46	\$18.83
Mid-Willamette	4	19	-	-	-	-	-	-	-
- Total Willamette	12	37	\$16.75	\$15.59	\$14.96	\$15.87	\$18.07	\$14.31	\$19.74
Surrounding Area	7	24	\$13.92	\$14.29	\$12.59	\$13.63	\$14.43	\$12.21	\$16.08
Employment Size									
1 - 75	11	28	\$15.75	\$15.15	\$13.58	\$14.96	\$17.46	\$12.32	\$19.76
76-199	6	28	\$14.94	\$14.73	\$13.93	\$14.58	\$15.18	\$13.76	\$16.49
200-299	2	5	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	7	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	4	10	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	21	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	16	\$16.62	\$16.51	\$14.41	\$15.92	\$18.47	\$13.72	\$20.47
Information (Communication/Broadcasting)	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	5	-	-	-	-	-	-	-
Professional / Business Services	1	14	-	-	-	-	-	-	-
Retail Trade	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	1	7	-	-	-	-	-	-	-
Utilities	2	5	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	3	9	-	-	-	-	-	-	-
Union Status									
Union	3	9	-	-	-	-	-	-	-
Non-Union	16	52	\$15.82	\$15.00	\$14.23	\$15.16	\$17.41	\$12.59	\$19.68
Profit Status									
Profit	18	57	\$15.59	\$14.89	\$13.93	\$15.03	\$17.00	\$12.70	\$19.64
Non-Profit	1	4	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	15	50	\$15.18	\$14.75	\$13.76	\$15.10	\$16.64	\$12.54	\$17.68
Heavy Match	3	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	39	\$14.15	**	\$11.77	\$15.28	\$15.52	\$11.46	\$16.18
Lowest Pay	9	40	\$13.89	**	\$11.85	\$13.00	\$15.00	\$11.50	\$16.26
Highest Pay	9	40	\$17.73	**	\$16.00	\$17.75	\$20.00	\$14.03	\$21.44
Total Compensation									
Receiving / Base Pay	10	39	\$15.90	\$14.96	\$13.16	\$15.44	\$17.71	\$12.29	\$19.96
Receiving / Variable Amount	10	39	\$0.56	\$0.53	\$0.24	\$0.30	\$0.81	\$0.11	\$1.32
Receiving / % of Base Pay	10	39	3.64%	3.46%	1.40%	2.14%	5.32%	0.54%	8.20%
Receiving / Variable + Base	10	39	\$16.46	\$15.49	\$14.22	\$16.22	\$18.83	\$12.53	\$20.24
Not Receiving / Base Pay	10	22	\$15.53	\$15.29	\$14.35	\$15.16	\$15.89	\$13.86	\$17.58
Combined / Variable + Base	19	61	\$16.00	\$15.44	\$14.23	\$15.21	\$17.58	\$13.42	\$19.68

Oregon Regional Pay Survey

Customer Service Clerk - 2770N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under general supervision, respond and follow through on customer's request for service or product information. Provide guidance and assistance to customers in oral or written form. Duties include record search, problem/complaint investigation, policy interpretation, and adjustment or correction. May open new accounts, accept routine orders, advertising or reservations from customers. Refer non-routine or major problems to other departments or higher authorities. See also Order Clerk Job #2695 for persons whose primary function is taking orders.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	29	\$15.40	\$15.11	\$13.73	\$15.41	\$16.92	\$12.15	\$17.66
Geographic Area									
Portland Metro	5	12	\$16.41	\$15.86	\$13.78	\$16.63	\$17.02	\$12.93	\$20.18
Mid-Willamette	2	3	-	-	-	-	-	-	-
- Total Willamette	7	15	\$15.83	\$15.52	\$13.75	\$15.05	\$16.82	\$13.17	\$19.12
Surrounding Area	3	14	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	17	\$15.47	\$15.01	\$13.03	\$15.41	\$16.81	\$11.29	\$19.72
76-199	3	10	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	15	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	8	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	3	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Utilities	1	10	-	-	-	-	-	-	-
Wholesale Trade	3	9	-	-	-	-	-	-	-
Union Status									
Non-Union	10	29	\$15.40	\$15.11	\$13.73	\$15.41	\$16.92	\$12.15	\$17.66
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	8	25	\$15.82	\$15.62	\$13.76	\$15.41	\$16.73	\$13.31	\$18.60
Non-Profit	2	4	-	-	-	-	-	-	-
Match Degree									
Good Match	8	26	\$14.33	\$14.69	\$13.37	\$14.41	\$15.99	\$11.72	\$16.79
Heavy Match	2	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	4	-	**	-	-	-	-	-
Lowest Pay	3	12	-	**	-	-	-	-	-
Highest Pay	3	12	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	26	\$14.33	\$14.69	\$13.37	\$14.41	\$15.99	\$11.72	\$16.79
Combined / Variable + Base	10	29	\$15.59	\$15.22	\$13.73	\$15.41	\$17.02	\$12.15	\$18.70

Oregon Regional Pay Survey

Salesperson - Parts - 2810N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Sell spare and replaceable parts and equipment from behind counter in agency, repair shop, or parts store.
Determine make, year, and type of part needed. Find stock number, price, etc., and fill customer's order from stock.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	52	\$21.68	\$21.98	\$19.54	\$21.39	\$23.86	\$17.37	\$24.91
Geographic Area									
Portland Metro	5	29	\$22.38	\$22.99	\$21.39	\$23.63	\$23.76	\$18.88	\$25.07
Mid-Willamette	2	7	-	-	-	-	-	-	-
- Total Willamette	7	36	\$21.18	\$22.12	\$18.18	\$21.39	\$23.70	\$17.30	\$24.63
Surrounding Area	4	16	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	15	-	-	-	-	-	-	-
76-199	4	21	-	-	-	-	-	-	-
200-299	2	12	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	18	-	-	-	-	-	-	-
\$200.0 and higher	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	20	\$22.49	\$22.34	\$20.18	\$23.86	\$24.68	\$18.18	\$25.43
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	2	14	-	-	-	-	-	-	-
Wholesale Trade	1	12	-	-	-	-	-	-	-
Union Status									
Non-Union	11	52	\$21.68	\$21.98	\$19.54	\$21.39	\$23.86	\$17.37	\$24.91
Profit Status									
Profit	10	48	\$21.83	\$22.14	\$19.53	\$22.51	\$23.92	\$17.35	\$25.01

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	9	48	\$20.84	\$21.67	\$18.98	\$21.18	\$23.63	\$17.34	\$23.80
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	24	\$16.97	**	\$15.03	\$15.35	\$20.08	\$14.18	\$20.50
Lowest Pay	8	46	\$17.81	**	\$15.94	\$17.93	\$19.86	\$15.00	\$20.35
Highest Pay	8	46	\$25.03	**	\$24.39	\$25.32	\$26.46	\$22.08	\$27.72
Total Compensation									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	50	\$22.11	\$22.17	\$20.38	\$22.51	\$23.92	\$18.80	\$25.01
Combined / Variable + Base	11	52	\$21.85	\$22.06	\$19.70	\$21.39	\$23.87	\$18.98	\$24.91

Oregon Regional Pay Survey

Inside Sales Representative - 2885N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Sells industrial products from sales office. Receives customer inquiries and makes contacts by phone. Estimates and quotes prices and prepares forms and sales contracts. Prepares reports on business transactions. May assist in installation of product or instruct buyer in use. Requires practical knowledge of products and customer applications.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	37	126	\$24.48	\$23.00	\$20.38	\$23.74	\$27.83	\$14.73	\$34.32
Geographic Area									
Portland Metro	17	58	\$24.60	\$21.54	\$20.38	\$22.79	\$28.68	\$14.11	\$36.47
Mid-Willamette	10	20	\$26.11	\$26.43	\$22.18	\$26.79	\$28.09	\$20.75	\$33.86
- Total Willamette	27	78	\$25.16	\$22.79	\$21.13	\$23.75	\$28.43	\$15.58	\$34.32
Surrounding Area	10	48	\$22.64	\$23.34	\$16.09	\$22.61	\$24.35	\$14.58	\$28.19
Employment Size									
1 - 75	23	59	\$23.84	\$20.67	\$15.48	\$21.23	\$30.09	\$13.52	\$39.61
76-199	10	28	\$25.46	\$26.36	\$23.09	\$24.50	\$26.88	\$22.22	\$28.42
200-299	2	3	-	-	-	-	-	-	-
300+	2	36	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	5	15	\$26.53	\$17.66	\$14.78	\$28.68	\$35.23	\$13.85	\$38.52
\$3.0 - \$6.9	5	10	\$24.68	\$23.31	\$20.38	\$21.48	\$22.97	\$17.01	\$35.49
\$7.0 - \$11.9	5	9	\$23.50	\$24.69	\$20.02	\$21.23	\$26.41	\$17.72	\$30.75
\$12.0 - \$16.9	7	18	\$22.84	\$21.79	\$15.57	\$22.79	\$29.67	\$13.98	\$32.38
\$17.0 - \$26.9	6	22	\$27.04	\$26.14	\$22.72	\$24.25	\$26.40	\$21.66	\$35.22
\$27.0 - \$54.9	4	13	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	37	-	-	-	-	-	-	-
\$200.0 and higher	2	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	22	41	\$25.15	\$24.39	\$22.01	\$24.25	\$28.09	\$16.56	\$33.44
Information (Communication/Broadcasting)	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	7	-	-	-	-	-	-	-
Professional / Business Services	2	17	-	-	-	-	-	-	-
Retail Trade	1	6	-	-	-	-	-	-	-
Services, not elsewhere classified	2	4	-	-	-	-	-	-	-
Wholesale Trade	4	48	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	37	126	\$24.48	\$23.00	\$20.38	\$23.74	\$27.83	\$14.73	\$34.32
Profit Status									
Profit	37	126	\$24.48	\$23.00	\$20.38	\$23.74	\$27.83	\$14.73	\$34.32
Match Degree									
Light Match	3	7	-	-	-	-	-	-	-
Good Match	22	94	\$23.59	\$22.15	\$20.54	\$23.75	\$27.66	\$13.38	\$33.15
Heavy Match	12	25	\$24.88	\$25.53	\$16.38	\$23.00	\$28.15	\$14.92	\$39.79
Range of Pay									
Start Pay	17	75	\$16.55	**	\$14.07	\$17.48	\$18.72	\$12.48	\$19.90
Lowest Pay	16	81	\$18.70	**	\$16.90	\$17.99	\$20.41	\$14.00	\$21.96
Highest Pay	16	81	\$25.87	**	\$24.21	\$26.34	\$28.04	\$18.36	\$33.39
Total Compensation									
Receiving / Base Pay	10	34	\$20.97	\$17.51	\$16.02	\$20.71	\$23.70	\$13.20	\$27.29
Receiving / Variable Amount	10	34	\$2.79	\$3.14	\$1.32	\$1.98	\$3.31	\$0.85	\$5.19
Receiving / % of Base Pay	10	34	14.65%	20.04%	6.66%	9.80%	13.65%	5.53%	22.24%
Receiving / Variable + Base	10	34	\$23.75	\$20.66	\$21.96	\$22.31	\$25.46	\$15.45	\$31.02
Not Receiving / Base Pay	27	92	\$25.78	\$25.03	\$21.70	\$23.97	\$28.43	\$15.62	\$36.51
Combined / Variable + Base	37	126	\$25.23	\$23.85	\$21.91	\$23.74	\$28.17	\$15.29	\$36.24

Oregon Regional Pay Survey

Sales/Marketing Assistant - 2895N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced level sales and marketing administrative assistant job. This job typically requires an associate's degree and 2+ years of experience, or equivalent. Incumbents perform administrative support work specific to sales and marketing department(s). Incumbents assist the department manager and other department staff by performing a variety of support duties, such as data collection, compilation, research, records maintenance, custom reports, sales reports, customer profiles or program reports. Incumbents may assist with preparation of marketing materials, maintain marketing materials inventory, serve as liaison with print shop vendors or distribute literature. Incumbents typically use computer applications for word processing, spreadsheets, databases, graphics, web page content preparation or scheduling. Incumbents may set up audiovisual or telecommunications equipment. Incumbents must have the ability to exercise independent judgment and discretion. Incumbents make non-routine choices within established guidelines, with minimal supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	30	46	\$20.74	\$20.30	\$16.77	\$19.30	\$22.40	\$14.66	\$26.57
Geographic Area									
Portland Metro	18	22	\$19.20	\$19.26	\$16.52	\$19.34	\$20.76	\$14.58	\$23.62
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	21	27	\$19.90	\$20.29	\$16.83	\$19.39	\$22.91	\$14.68	\$25.96
Surrounding Area	9	19	\$22.69	\$20.32	\$16.75	\$17.64	\$19.84	\$15.97	\$38.18
Employment Size									
1 - 75	12	14	\$19.35	\$18.95	\$16.32	\$16.89	\$20.20	\$16.04	\$23.29
76-199	15	19	\$22.04	\$22.00	\$18.01	\$19.85	\$22.58	\$15.58	\$28.10
200-299	2	11	-	-	-	-	-	-	-
300+	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	7	9	\$18.36	\$18.18	\$16.85	\$18.37	\$19.30	\$15.86	\$20.91
\$17.0 - \$26.9	10	11	\$23.16	\$22.54	\$19.50	\$20.16	\$22.40	\$16.11	\$31.39
\$27.0 - \$54.9	3	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	3	-	-	-	-	-	-	-
\$200.0 and higher	2	12	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	13	\$18.65	\$18.30	\$16.44	\$18.83	\$19.85	\$16.27	\$21.06
Financial (Banking, Insurance, Real Estate)	2	3	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	1	10	-	-	-	-	-	-	-
Utilities	3	3	-	-	-	-	-	-	-
Wholesale Trade	7	10	\$20.02	\$20.92	\$18.47	\$19.39	\$20.36	\$17.45	\$22.67
Union Status									
Non-Union	30	46	\$20.74	\$20.30	\$16.77	\$19.30	\$22.40	\$14.66	\$26.57
Profit Status									
Profit	28	44	\$19.63	\$19.58	\$16.65	\$18.83	\$20.57	\$14.64	\$26.04
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Light Match	3	5	-	-	-	-	-	-	-
Good Match	18	30	\$19.43	\$18.83	\$16.41	\$17.76	\$20.13	\$14.64	\$24.90
Heavy Match	9	11	\$22.87	\$22.77	\$18.37	\$19.85	\$23.33	\$16.62	\$30.61
Range of Pay									
Start Pay	13	24	\$15.01	**	\$12.22	\$15.28	\$17.63	\$11.21	\$18.22
Lowest Pay	12	25	\$15.29	**	\$12.38	\$15.93	\$17.91	\$11.10	\$18.93
Highest Pay	12	25	\$21.61	**	\$18.54	\$21.32	\$23.72	\$16.68	\$28.39
Total Compensation									
Receiving / Base Pay	7	8	\$17.59	\$17.48	\$16.54	\$16.95	\$19.34	\$15.61	\$19.57
Receiving / Variable Amount	7	8	\$0.89	\$0.86	\$0.55	\$0.69	\$1.32	\$0.36	\$1.51
Receiving / % of Base Pay	7	8	5.28%	5.13%	3.04%	4.09%	8.01%	1.80%	9.85%
Receiving / Variable + Base	7	8	\$18.47	\$18.34	\$17.50	\$17.93	\$19.94	\$16.85	\$20.40
Not Receiving / Base Pay	23	38	\$21.69	\$20.90	\$17.00	\$19.84	\$23.82	\$14.95	\$28.87
Combined / Variable + Base	30	46	\$20.94	\$20.45	\$17.23	\$19.42	\$22.40	\$15.84	\$26.57

Oregon Regional Pay Survey

Engineering Technician III - 3265N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under the direction of an engineer, perform diverse and complex technical assignments. Search, investigate and select technical reference data pertinent to a project. Make calculations, assist systems personnel to organize engineering data and formulas for data processing, and prepare preliminary sketches, design drawings, engineering specifications and reports for approval. Provide technical assistance in the area of design, layout and detail drawing, material procurement, construction and testing of experimental models. Compile and organize technical data, prepare reports and recommendations of project assignments for evaluation by engineers in charge, and initiate and expedite engineering changes resulting from evaluations. Duties consist of assignments in direct support of engineers at a technical level, usually in a specific field, requiring the application of basic engineering fundamentals and principles. Typically requires an associate's degree and 5 or more years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	57	\$30.10	\$29.89	\$27.67	\$29.30	\$33.43	\$24.31	\$35.55
Geographic Area									
Portland Metro	9	21	\$29.38	\$29.22	\$27.14	\$29.21	\$32.60	\$25.17	\$33.18
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	12	24	\$29.49	\$29.30	\$26.69	\$29.25	\$32.60	\$24.59	\$35.19
Surrounding Area	7	33	\$31.16	\$30.32	\$28.26	\$31.85	\$34.78	\$26.33	\$35.85
Employment Size									
1 - 75	7	8	\$29.47	\$29.77	\$27.71	\$29.21	\$31.45	\$25.69	\$33.23
76-199	7	18	\$30.98	\$29.55	\$27.32	\$32.60	\$34.22	\$25.00	\$36.17
200-299	1	12	-	-	-	-	-	-	-
300+	4	19	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	5	12	\$32.04	\$32.78	\$31.04	\$31.85	\$32.60	\$29.94	\$34.33
\$17.0 - \$26.9	3	8	-	-	-	-	-	-	-
\$27.0 - \$54.9	5	7	\$29.08	\$29.63	\$25.33	\$28.27	\$32.60	\$23.65	\$35.05
\$55.0 - \$99.9	2	15	-	-	-	-	-	-	-
\$200.0 and higher	2	13	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	10	-	-	-	-	-	-	-
Public Administration	5	23	\$25.94	\$27.75	\$23.52	\$27.14	\$28.20	\$22.93	\$28.27
Utilities	10	24	\$33.48	\$33.76	\$32.04	\$33.43	\$35.43	\$30.86	\$35.92
Union Status									
Union	13	38	\$30.28	\$29.88	\$28.20	\$31.04	\$32.60	\$24.24	\$35.44
Non-Union	6	19	\$29.73	\$29.92	\$26.07	\$28.79	\$33.02	\$24.92	\$35.48

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	15	46	\$29.42	\$28.93	\$26.77	\$29.21	\$32.23	\$23.92	\$35.40
Non-Profit	4	11	-	-	-	-	-	-	-
Match Degree									
Light Match	3	4	-	-	-	-	-	-	-
Good Match	15	41	\$31.11	\$30.80	\$28.77	\$31.85	\$34.78	\$25.56	\$35.69
Heavy Match	1	12	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	13	\$24.09	**	\$20.12	\$21.44	\$27.68	\$20.08	\$29.77
Lowest Pay	11	41	\$24.32	**	\$20.87	\$22.42	\$27.50	\$19.74	\$29.61
Highest Pay	11	41	\$32.58	**	\$29.07	\$31.50	\$35.33	\$27.95	\$38.71
Total Compensation									
Receiving / Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable Amount	3	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable + Base	3	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	17	51	\$29.82	\$29.97	\$27.14	\$29.30	\$32.60	\$24.11	\$35.37
Combined / Variable + Base	19	57	\$30.36	\$30.13	\$27.67	\$29.93	\$33.43	\$24.97	\$35.55

Oregon Regional Pay Survey

Engineering Technician II - 3270N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under the direction of an engineer, perform basic technical assignments. Search, investigate and select technical reference data pertinent to the project assigned, utilizing engineering texts, papers, journals, periodicals and other sources. Make calculations and prepare preliminary sketches, design drawings, engineering specifications and reports for approval. Duties consist of closely supervised assignments in direct support of engineers, usually in a specific field requiring the application of technical fundamentals. May provide technical assistance in the areas of design, layout and detail drawing, procurement of materials, construction and testing of experimental models and assistance to organize technical data and formulas for data processing. This is an entry level technician typically requiring an associate's degree and 0-2 years of related experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	21	36	\$24.53	\$24.76	\$19.98	\$25.23	\$27.35	\$18.88	\$29.00
Geographic Area									
Portland Metro	9	13	\$25.63	\$25.72	\$23.50	\$26.55	\$27.69	\$19.14	\$29.85
Mid-Willamette	5	5	\$21.20	\$21.20	\$19.25	\$19.98	\$22.59	\$18.07	\$25.18
- Total Willamette	14	18	\$24.05	\$24.47	\$19.46	\$24.48	\$27.24	\$18.77	\$28.61
Surrounding Area	7	18	\$25.49	\$25.06	\$23.98	\$25.23	\$26.84	\$21.31	\$30.01
Employment Size									
1 - 75	7	10	\$24.74	\$25.79	\$22.61	\$26.55	\$27.57	\$18.90	\$28.54
76-199	5	10	\$26.04	\$25.75	\$25.45	\$25.45	\$27.35	\$21.75	\$30.55
200-299	4	9	-	-	-	-	-	-	-
300+	5	7	\$24.61	\$25.61	\$22.59	\$22.93	\$25.03	\$20.59	\$29.97
Revenue In Millions									
\$0 - \$2.9	2	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	5	8	\$26.10	\$25.12	\$23.50	\$27.35	\$27.69	\$20.95	\$30.69
\$55.0 - \$99.9	4	5	-	-	-	-	-	-	-
\$200.0 and higher	1	3	-	-	-	-	-	-	-
Industry									
Construction	1	4	-	-	-	-	-	-	-
Durable Goods Manufacturing	6	14	\$23.32	\$24.12	\$20.34	\$24.48	\$25.45	\$18.92	\$26.57
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Public Administration	4	7	-	-	-	-	-	-	-
Utilities	8	9	\$27.26	\$27.93	\$26.17	\$27.13	\$29.92	\$22.71	\$32.86

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	8	12	\$23.84	\$23.72	\$19.16	\$24.08	\$26.75	\$18.40	\$29.12
Non-Union	13	24	\$24.95	\$25.28	\$22.59	\$25.45	\$27.69	\$19.42	\$28.85
Profit Status									
Profit	17	32	\$23.71	\$24.36	\$19.28	\$23.50	\$26.55	\$18.75	\$28.54
Non-Profit	4	4	-	-	-	-	-	-	-
Match Degree									
Light Match	3	8	-	-	-	-	-	-	-
Good Match	17	27	\$24.65	\$24.75	\$19.28	\$25.03	\$27.69	\$18.75	\$30.48
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	10	\$20.40	**	\$18.97	\$20.31	\$20.36	\$16.25	\$24.91
Lowest Pay	9	20	\$19.79	**	\$18.51	\$20.00	\$21.03	\$15.46	\$24.76
Highest Pay	9	20	\$27.49	**	\$25.60	\$26.44	\$27.90	\$23.18	\$34.73
Total Compensation									
Receiving / Base Pay	4	7	-	-	-	-	-	-	-
Receiving / Variable Amount	4	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	7	-	-	-	-	-	-	-
Receiving / Variable + Base	4	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	17	29	\$24.13	\$24.20	\$19.98	\$25.03	\$26.91	\$19.10	\$28.21
Combined / Variable + Base	21	36	\$24.70	\$24.91	\$19.98	\$25.23	\$27.35	\$19.25	\$29.00

Oregon Regional Pay Survey

Mechanical Engineering Technician - 3275N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Develop and test machinery and equipment under direction of engineering or scientific staff. Review project instructions and blueprints to ascertain test specifications, procedures, objectives, test equipment, nature of technical problem, and possible solutions, (e.g., part redesign, substitution of materials or parts or rearrangement of parts or subassemblies).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
Geographic Area									
Portland Metro	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
- Total Willamette	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
Employment Size									
76-199	3	5	-	-	-	-	-	-	-
200-299	1	5	-	-	-	-	-	-	-
300+	1	9	-	-	-	-	-	-	-
Revenue In Millions									
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	5	-	-	-	-	-	-	-
\$200.0 and higher	2	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
Union Status									
Non-Union	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
Profit Status									
Profit	5	19	\$28.85	\$31.16	\$20.45	\$27.99	\$37.52	\$19.98	\$38.17
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	18	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	17	-	**	-	-	-	-	-
Lowest Pay	3	8	-	**	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Highest Pay	3	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	4	17	-	-	-	-	-	-	-
Receiving / Variable Amount	4	17	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	17	-	-	-	-	-	-	-
Receiving / Variable + Base	4	17	-	-	-	-	-	-	-
Not Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Combined / Variable + Base	5	19	\$29.99	\$32.77	\$21.54	\$28.57	\$37.52	\$21.32	\$39.68

Oregon Regional Pay Survey

Field Service Technician III - 3285N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of field service technician work. The job typically requires completion of a formal technical program and 5+ years of previous experience, or equivalent. Work assignments are of greatest variety and complexity. Supervision received is limited. Incumbents work independently or as members of a team installing, servicing or repairing equipment at a customer location. Incumbents may suggest modifications of equipment or installation to meet customer requirements. Work may include instructing customer personnel in the correct operation of equipment. Work may include providing training and work direction for other technicians. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of equipment. Civil Engineering Technicians and Photocopier Service Technicians are not included.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	39	\$30.83	\$29.58	\$26.07	\$30.55	\$33.58	\$25.33	\$34.40
Geographic Area									
Portland Metro	7	18	\$29.53	\$29.42	\$26.07	\$29.23	\$32.80	\$25.42	\$34.35
Mid-Willamette	1	9	-	-	-	-	-	-	-
- Total Willamette	8	27	\$29.94	\$30.56	\$26.37	\$30.25	\$33.22	\$25.43	\$34.34
Surrounding Area	3	12	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	14	\$29.99	\$29.30	\$26.66	\$29.23	\$34.31	\$25.86	\$34.36
76-199	4	14	-	-	-	-	-	-	-
200-299	2	11	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	15	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	13	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	5	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	25	\$31.21	\$29.25	\$26.66	\$30.55	\$34.31	\$25.17	\$36.53
Non-Durable Goods Manufacturing	1	9	-	-	-	-	-	-	-
Retail Trade	1	5	-	-	-	-	-	-	-
Union Status									
Non-Union	11	39	\$30.83	\$29.58	\$26.07	\$30.55	\$33.58	\$25.33	\$34.40

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	11	39	\$30.83	\$29.58	\$26.07	\$30.55	\$33.58	\$25.33	\$34.40
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	8	27	\$32.41	\$31.49	\$29.28	\$32.06	\$34.33	\$25.43	\$37.60
Heavy Match	2	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	13	-	**	-	-	-	-	-
Lowest Pay	6	25	\$25.38	**	\$23.68	\$24.83	\$26.53	\$23.30	\$28.02
Highest Pay	6	25	\$32.79	**	\$28.04	\$32.54	\$36.52	\$26.82	\$39.00
Total Compensation									
Receiving / Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable Amount	1	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable + Base	1	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	34	\$31.38	\$30.20	\$27.30	\$30.92	\$33.95	\$25.33	\$35.47
Combined / Variable + Base	11	39	\$30.85	\$29.62	\$26.14	\$30.55	\$33.58	\$25.48	\$34.40

Oregon Regional Pay Survey

Lab Technician III - 3293N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of non-routine laboratory duties involved in conducting standard and experimental physical, chemical, or biological tests or studies. Requires advanced knowledge and experience in the specific discipline used. Responsible for collection, analysis, interpretation, and recording of data. Recognize and solve technical problems within the scope of work. May troubleshoot equipment. Drafts standard operating procedures for approval. Receives minimal supervisory direction. Typically requires advanced certification, where applicable, plus an associate's in an appropriate discipline and five years experience or equivalent.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	18	\$21.15	\$20.63	\$18.50	\$20.83	\$22.46	\$18.35	\$24.48
Geographic Area									
Portland Metro	2	5	-	-	-	-	-	-	-
Mid-Willamette	6	11	\$22.02	\$21.76	\$20.40	\$21.65	\$23.56	\$19.09	\$25.31
- Total Willamette	8	16	\$21.48	\$20.90	\$19.80	\$21.06	\$22.83	\$18.30	\$24.75
Surrounding Area	1	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	10	\$19.81	\$19.27	\$18.46	\$19.38	\$21.02	\$18.20	\$21.87
200-299	2	3	-	-	-	-	-	-	-
300+	1	5	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	7	-	-	-	-	-	-	-
\$200.0 and higher	3	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	10	\$23.04	\$22.24	\$21.28	\$22.46	\$23.92	\$21.01	\$25.59
Health Services	2	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Union Status									
Non-Union	9	18	\$21.15	\$20.63	\$18.50	\$20.83	\$22.46	\$18.35	\$24.48
Profit Status									
Profit	9	18	\$21.15	\$20.63	\$18.50	\$20.83	\$22.46	\$18.35	\$24.48

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	14	\$21.68	\$20.68	\$18.50	\$20.83	\$23.92	\$18.47	\$25.59
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	12	-	**	-	-	-	-	-
Lowest Pay	4	13	-	**	-	-	-	-	-
Highest Pay	4	13	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable Amount	3	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable + Base	3	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	8	\$21.63	\$21.52	\$18.94	\$21.36	\$23.56	\$18.22	\$25.31
Combined / Variable + Base	9	18	\$21.41	\$20.99	\$18.81	\$21.58	\$22.53	\$18.39	\$24.48

Oregon Regional Pay Survey

Lab Technician II - 3295N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Performs non-routine laboratory duties involved in conducting physical, chemical, or biological tests and research experiments. Work involves monitoring, sampling, testing, and recording data; and operating and maintaining specialized equipment. May require HAZMAT training/qualification. Works under general supervision. Requires associate's and/or two years formal training and 2 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	19	\$19.85	\$19.58	\$15.16	\$19.54	\$24.05	\$13.71	\$27.99
Geographic Area									
Portland Metro	4	6	-	-	-	-	-	-	-
Mid-Willamette	4	8	-	-	-	-	-	-	-
- Total Willamette	8	14	\$21.88	\$21.63	\$19.02	\$21.21	\$26.25	\$16.34	\$28.08
Surrounding Area	3	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	8	\$21.62	\$21.93	\$16.40	\$21.57	\$27.41	\$15.16	\$28.13
76-199	1	2	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
300+	2	5	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	8	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	10	\$19.11	\$18.06	\$13.86	\$17.15	\$24.25	\$13.35	\$26.83
Union Status									
Union	2	4	-	-	-	-	-	-	-
Non-Union	9	15	\$21.30	\$21.29	\$17.46	\$20.00	\$25.67	\$15.69	\$28.05
Profit Status									
Profit	11	19	\$19.85	\$19.58	\$15.16	\$19.54	\$24.05	\$13.71	\$27.99

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	8	14	\$19.79	\$19.02	\$15.46	\$19.77	\$23.23	\$13.49	\$26.37
Heavy Match	2	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	14	\$15.51	**	\$12.78	\$13.32	\$18.85	\$12.55	\$19.81
Lowest Pay	5	10	\$20.84	**	\$19.17	\$19.37	\$20.13	\$18.83	\$24.19
Highest Pay	5	10	\$26.06	**	\$19.91	\$23.68	\$30.85	\$19.80	\$34.03
Total Compensation									
Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable Amount	4	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	6	-	-	-	-	-	-	-
Receiving / Variable + Base	4	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	13	\$19.87	\$19.68	\$14.88	\$20.00	\$24.05	\$13.42	\$26.71
Combined / Variable + Base	11	19	\$20.01	\$19.76	\$15.19	\$20.00	\$24.05	\$13.71	\$28.13

Oregon Regional Pay Survey

Lab Technician I - 3298N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Performs routine laboratory duties such as conducting physical, chemical or biological tests and research experiments. May include monitoring, sampling, testing, and recording data. Operates and maintains laboratory equipment. May require HAZMAT training/qualification. Entry level position requiring little or no previous experience. Typically requires a high school education.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	22	\$16.90	\$17.16	\$14.58	\$16.21	\$19.07	\$14.29	\$21.01
Geographic Area									
Portland Metro	5	7	\$18.23	\$18.10	\$16.32	\$18.48	\$19.26	\$16.19	\$20.30
Mid-Willamette	4	14	-	-	-	-	-	-	-
- Total Willamette	9	21	\$17.17	\$17.29	\$14.75	\$16.32	\$19.26	\$14.21	\$21.03
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	3	4	-	-	-	-	-	-	-
300+	2	11	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	4	14	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	9	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	11	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	9	21	\$17.34	\$17.36	\$14.75	\$16.32	\$19.26	\$14.50	\$21.03
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	10	22	\$16.90	\$17.16	\$14.58	\$16.21	\$19.07	\$14.29	\$21.01
Match Degree									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	6	16	\$15.66	\$16.68	\$14.46	\$14.64	\$15.76	\$13.70	\$18.64
Heavy Match	2	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	9	\$13.47	**	\$12.80	\$13.38	\$14.07	\$11.79	\$15.26
Lowest Pay	3	9	-	**	-	-	-	-	-
Highest Pay	3	9	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	19	\$16.80	\$17.19	\$14.50	\$15.54	\$19.69	\$13.99	\$21.04
Combined / Variable + Base	10	22	\$17.18	\$17.33	\$14.58	\$16.72	\$20.03	\$14.29	\$21.01

Oregon Regional Pay Survey

Methods & Process Technician II - 3385N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of methods and process technician work. The job typically requires completion of a formal technical program and 2+ years of work experience, or equivalent. Work assignments are varied and of moderate scope and complexity. Incumbents assist engineering staff with testing, prototype building, pilot plant production or other activities relating to methods or process development or improvements. Areas of specialization will include mechanical, chemical, electronic and others. Incumbents may use both specialized and standard computer applications in the performance of their duties. Work may include lifting, handling or maintaining equipment or operation of production equipment. Supervision received is limited. Civil Engineering and Field Service Technicians are not included.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	8	\$26.18	\$27.82	\$24.00	\$24.50	\$31.88	\$19.63	\$33.04
Geographic Area									
Portland Metro	3	4	-	-	-	-	-	-	-
- Total Willamette	3	4	-	-	-	-	-	-	-
Surrounding Area	2	4	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	4	-	-	-	-	-	-	-
76-199	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	5	8	\$26.18	\$27.82	\$24.00	\$24.50	\$31.88	\$19.63	\$33.04
Profit Status									
Profit	5	8	\$26.18	\$27.82	\$24.00	\$24.50	\$31.88	\$19.63	\$33.04
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	2	3	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	1	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	6	-	-	-	-	-	-	-
Combined / Variable + Base	5	8	\$27.01	\$28.33	\$24.00	\$24.50	\$33.81	\$20.61	\$34.15

Oregon Regional Pay Survey

Draftperson III - 3485N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Prepares a wide variety of detail drawings and breaks down information obtained from specifications and instructions furnished by a superior. Performs a variety of calculations showing all necessary details, section views, and dimensions, and prepares bills of materials and specifications. May use CAD/CAM drafting equipment or traditional drafting techniques. Work is usually checked by a superior. Typically requires a high school education, 2 years technical education, and more than 2 years of related experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	19	\$22.97	\$22.35	\$21.27	\$21.71	\$25.72	\$20.13	\$26.50
Geographic Area									
Portland Metro	4	10	-	-	-	-	-	-	-
Mid-Willamette	2	7	-	-	-	-	-	-	-
- Total Willamette	6	17	\$22.47	\$22.10	\$20.73	\$21.61	\$24.60	\$19.91	\$25.88
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	2	-	-	-	-	-	-	-
76-199	3	11	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
300+	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
Industry									
Construction	2	7	-	-	-	-	-	-	-
Durable Goods Manufacturing	5	11	\$22.87	\$22.49	\$20.46	\$21.73	\$25.57	\$19.80	\$26.58
Utilities	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	8	19	\$22.97	\$22.35	\$21.27	\$21.71	\$25.72	\$20.13	\$26.50
Profit Status									
Profit	8	19	\$22.97	\$22.35	\$21.27	\$21.71	\$25.72	\$20.13	\$26.50

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	6	15	\$22.01	\$21.45	\$20.73	\$21.61	\$21.72	\$19.91	\$24.49
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	13	\$17.92	**	\$17.56	\$18.33	\$19.51	\$15.53	\$19.90
Lowest Pay	7	18	\$19.37	**	\$18.00	\$18.50	\$20.84	\$16.90	\$22.32
Highest Pay	7	18	\$24.78	**	\$22.55	\$23.00	\$26.24	\$22.06	\$29.73
Total Compensation									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	16	\$22.60	\$21.74	\$21.00	\$21.69	\$23.96	\$20.02	\$26.61
Combined / Variable + Base	8	19	\$23.06	\$22.46	\$21.27	\$21.71	\$26.21	\$20.13	\$26.58

Oregon Regional Pay Survey

Draftperson II - 3490N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Prepares a variety of detail drawings and breaks down information obtained from specifications and instructions furnished by a superior. Performs a variety of calculations showing all necessary details, section views and dimensions, and prepare bills of materials and specifications. May use CAD/CAM drafting equipment or traditional drafting techniques. Work is usually checked by a superior or more experienced Draftperson. Typically requires a high school education and less than 2 years of experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	17	\$20.83	\$21.40	\$19.91	\$20.83	\$22.23	\$18.76	\$22.91
Geographic Area									
Portland Metro	3	9	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	4	10	-	-	-	-	-	-	-
Surrounding Area	2	7	-	-	-	-	-	-	-
Employment Size									
76-199	3	10	-	-	-	-	-	-	-
200-299	2	6	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	7	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	2	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	5	16	\$20.82	\$21.43	\$19.62	\$20.77	\$22.68	\$18.58	\$22.96
Union Status									
Non-Union	6	17	\$20.83	\$21.40	\$19.91	\$20.83	\$22.23	\$18.76	\$22.91
Profit Status									
Profit	6	17	\$20.83	\$21.40	\$19.91	\$20.83	\$22.23	\$18.76	\$22.91
Match Degree									
Good Match	5	15	\$21.08	\$21.63	\$20.77	\$20.89	\$22.68	\$19.04	\$22.96
Heavy Match	1	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	5	12	\$16.27	**	\$15.29	\$15.81	\$16.89	\$14.68	\$18.20
Lowest Pay	5	16	\$17.12	**	\$15.75	\$18.51	\$18.61	\$14.70	\$18.67
Highest Pay	5	16	\$23.35	**	\$20.90	\$23.54	\$24.04	\$20.48	\$26.46
Total Compensation									
Receiving / Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable Amount	2	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable + Base	2	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	13	-	-	-	-	-	-	-
Combined / Variable + Base	6	17	\$21.17	\$21.67	\$19.94	\$21.19	\$22.38	\$19.40	\$22.92

Oregon Regional Pay Survey

CAD Drafter III - 3510N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of technical drafting work; highest level of non-supervisory work. The job typically requires completion of a formal drafting program and 5+ years of drafting experience, or equivalent. Work assignments are varied and of the highest level of scope and complexity, requiring specialized knowledge of the company's products and operations. Supervision is limited, but engineering staff, as a quality procedure, may review work product. Incumbents break down information obtained from specifications, sketches, customer layout drawings and instructions furnished by others and convert the information into detailed drawings with section views and dimensions. Incumbents perform a variety of mathematical calculations using standard procedures. Incumbents have responsibility for coordinating with others to determine whether drawings can be executed efficiently and within expected tolerances, although at this level questions are rare due to knowledge and experience. Incumbents typically prepare bills of materials and specifications when drawings are complete. Most work is completed using computerized drafting applications. Considerable time may be devoted to providing technical help to less experienced staff and checking the work of others.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	18	40	\$29.20	\$26.20	\$25.56	\$27.57	\$32.40	\$24.78	\$35.66
Geographic Area									
Portland Metro	11	20	\$29.95	\$28.66	\$26.84	\$27.82	\$34.30	\$25.59	\$35.57
Mid-Willamette	2	6	-	-	-	-	-	-	-
- Total Willamette	13	26	\$29.13	\$27.67	\$25.59	\$27.31	\$33.39	\$25.12	\$35.50
Surrounding Area	5	14	\$29.38	\$23.47	\$25.09	\$28.95	\$29.12	\$22.14	\$37.78
Employment Size									
1 - 75	9	16	\$29.66	\$28.61	\$27.09	\$27.82	\$33.39	\$25.58	\$35.27
76-199	7	22	\$29.21	\$24.37	\$24.66	\$26.58	\$32.41	\$22.62	\$38.94
200-299	2	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	17	\$27.33	\$26.51	\$25.21	\$26.07	\$27.13	\$24.66	\$31.26
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	31	\$26.75	\$24.62	\$25.09	\$26.58	\$27.31	\$23.43	\$30.58
Professional / Business Services	1	1	-	-	-	-	-	-	-
Public Administration	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Utilities	6	6	\$34.19	\$34.19	\$30.06	\$34.48	\$35.80	\$28.39	\$39.71

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Union Status									
Union	3	3	-	-	-	-	-	-	-
Non-Union	15	37	\$28.05	\$25.49	\$25.32	\$27.09	\$29.04	\$24.55	\$32.89
Profit Status									
Profit	16	38	\$28.32	\$25.67	\$25.43	\$27.20	\$30.42	\$24.63	\$35.38
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	13	30	\$28.16	\$25.07	\$25.09	\$27.09	\$29.43	\$24.39	\$35.13
Heavy Match	4	9	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	18	\$21.27	**	\$18.35	\$22.28	\$24.02	\$17.06	\$24.85
Lowest Pay	8	17	\$26.07	**	\$23.55	\$24.30	\$28.92	\$21.92	\$31.42
Highest Pay	8	17	\$32.52	**	\$29.60	\$30.19	\$36.71	\$28.45	\$37.98
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	38	\$29.44	\$26.14	\$25.43	\$27.57	\$33.84	\$24.63	\$35.72
Combined / Variable + Base	18	40	\$29.34	\$26.26	\$25.79	\$27.57	\$32.67	\$24.78	\$35.66

Oregon Regional Pay Survey

CAD Drafter II - 3515N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of technical drafting work. The job typically requires completion of a formal drafting program and 2+ years of drafting experience, or equivalent. Work assignments are varied and of considerable scope and complexity. Supervision is limited, but work may be reviewed by peers or by more experienced staff as a quality procedure. Incumbents break down information obtained from specifications, sketches, customer layout drawings and instructions furnished by others and convert the information into detailed drawings with section views and dimensions. Incumbents perform a variety of mathematical calculations using standard procedures. Incumbents have responsibility for coordinating with others to determine whether drawings can be executed efficiently and within expected tolerances, although at this level questions are less frequent due to knowledge and experience. Incumbents typically prepare bills of materials and specifications when drawings are complete. Most work is completed using computerized drafting applications. Some time may be devoted to providing technical help to less experienced staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	26	\$24.90	\$22.82	\$22.52	\$22.93	\$25.75	\$21.61	\$28.25
Geographic Area									
Portland Metro	7	8	\$25.86	\$25.49	\$22.86	\$25.25	\$26.13	\$22.69	\$30.00
- Total Willamette	7	8	\$25.86	\$25.49	\$22.86	\$25.25	\$26.13	\$22.69	\$30.00
Surrounding Area	2	18	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	4	-	-	-	-	-	-	-
76-199	3	4	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	1	17	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	17	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	8	9	\$25.31	\$25.05	\$22.73	\$24.09	\$25.94	\$22.21	\$29.13
Wholesale Trade	1	17	-	-	-	-	-	-	-
Union Status									
Non-Union	9	26	\$24.90	\$22.82	\$22.52	\$22.93	\$25.75	\$21.61	\$28.25

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	9	26	\$24.90	\$22.82	\$22.52	\$22.93	\$25.75	\$21.61	\$28.25
Match Degree									
Good Match	7	24	\$23.77	\$22.31	\$22.22	\$22.93	\$25.50	\$21.58	\$26.05
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	18	-	**	-	-	-	-	-
Lowest Pay	3	20	-	**	-	-	-	-	-
Highest Pay	3	20	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	9	26	\$24.90	\$22.82	\$22.52	\$22.93	\$25.75	\$21.61	\$28.25
Combined / Variable + Base	9	26	\$24.90	\$22.82	\$22.52	\$22.93	\$25.75	\$21.61	\$28.25

Oregon Regional Pay Survey

Technical Writer (Non-MIS) - 3530N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Write instructions and descriptive materials for operation and maintenance of complex systems, equipment and products. Analyze each order, collect and correlate information. Plan instruction book format. Arrange preparation of instruction book, special drawings, photographs, artwork and related typed copy for final printing. Prepare instruction book specifications for vendors and printers. Check and proofread copy. Excludes positions whose primary duties involve documentation of management information systems. This is an intermediate level position typically requiring at least 1 year of analytical and writing experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	14	\$26.09	\$26.30	\$17.46	\$22.19	\$32.81	\$16.16	\$42.11
Geographic Area									
Portland Metro	7	10	\$28.76	\$29.23	\$19.11	\$30.30	\$37.87	\$15.72	\$42.16
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	8	11	\$27.76	\$28.45	\$19.63	\$26.11	\$35.75	\$15.87	\$42.14
Surrounding Area	2	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	4	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	4	5	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	8	12	\$24.76	\$25.45	\$16.35	\$22.19	\$31.14	\$15.87	\$36.22
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	10	14	\$26.09	\$26.30	\$17.46	\$22.19	\$32.81	\$16.16	\$42.11
Profit Status									
Profit	10	14	\$26.09	\$26.30	\$17.46	\$22.19	\$32.81	\$16.16	\$42.11

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	8	12	\$24.74	\$25.43	\$16.35	\$22.19	\$31.14	\$15.87	\$36.18
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	7	-	**	-	-	-	-	-
Lowest Pay	3	6	-	**	-	-	-	-	-
Highest Pay	3	6	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable Amount	3	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable + Base	3	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	8	\$23.80	\$22.87	\$16.34	\$20.74	\$28.06	\$15.72	\$37.08
Combined / Variable + Base	10	14	\$26.36	\$26.94	\$17.46	\$22.25	\$33.33	\$16.16	\$42.27

Oregon Regional Pay Survey

Engineering Clerk - 3570N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform various clerical duties within engineering department, such as product specifications, process sheets, time standards, and drawing and part number controls. Input, update, access, organize and maintain computer or manual files. Allocate items and fill requests for information. Assist engineers in other clerical duties including typing and blueprint reproduction.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	11	\$21.40	\$18.30	\$17.95	\$20.86	\$21.78	\$15.62	\$27.87
Geographic Area									
Portland Metro	4	8	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	6	10	\$18.86	\$16.47	\$17.70	\$19.65	\$21.36	\$15.16	\$21.78
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	3	7	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	7	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	10	\$18.86	\$16.47	\$17.70	\$19.65	\$21.36	\$15.16	\$21.78
Utilities	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	7	11	\$21.40	\$18.30	\$17.95	\$20.86	\$21.78	\$15.62	\$27.87
Profit Status									
Profit	6	10	\$18.86	\$16.47	\$17.70	\$19.65	\$21.36	\$15.16	\$21.78
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	6	10	\$21.49	\$18.04	\$17.70	\$19.98	\$21.90	\$15.16	\$29.34
Heavy Match	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	3	3	-	**	-	-	-	-	-
Lowest Pay	2	6	-	**	-	-	-	-	-
Highest Pay	2	6	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	10	\$21.90	\$18.29	\$18.31	\$21.20	\$21.90	\$15.16	\$29.34
Combined / Variable + Base	7	11	\$21.51	\$18.37	\$18.31	\$20.86	\$21.78	\$15.62	\$27.87

Oregon Regional Pay Survey

Environmental Specialist - 3583N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assists the Safety Manager or Environmental Engineer in ensuring compliance with environmental regulations. Duties may include assisting with safety and environmental inspections; preparing reports, contracts and completing government paperwork; sampling/testing wastes and materials; and assisting in selection of environmental and safety contractors. May conduct training and instruct employees on environmental, health and safety issues. Typically requires a degree in Environmental Science or related field, with 1-2 years of experience in the environmental field.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	6	\$24.66	\$24.66	\$21.41	\$25.40	\$25.95	\$19.31	\$29.29
Geographic Area									
Mid-Willamette	4	4	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	1	-	-	-	-	-	-	-
200-299	2	2	-	-	-	-	-	-	-
300+	3	3	-	-	-	-	-	-	-
Revenue In Millions									
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	3	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	6	6	\$24.66	\$24.66	\$21.41	\$25.40	\$25.95	\$19.31	\$29.29
Profit Status									
Profit	5	5	\$24.38	\$24.38	\$20.14	\$25.21	\$25.58	\$19.14	\$29.73
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	2	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	2	2	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	1	1	-	**	-	-	-	-	-
Lowest Pay	1	1	-	**	-	-	-	-	-
Highest Pay	1	1	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	5	\$24.48	\$24.48	\$20.14	\$25.21	\$26.07	\$19.14	\$29.93
Combined / Variable + Base	6	6	\$24.98	\$24.98	\$21.41	\$25.64	\$27.14	\$19.31	\$30.00

Oregon Regional Pay Survey

Carpenter - Maintenance - 3700N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform rough and finish carpentry duties in the maintenance, repair and alteration and construction of buildings and equipment in company. Operate woodworking machines and use a variety of hand and power tools as required. Perform such duties as making and/or repairing counters, benches, partitions, doors, floors and building framework. This is a journey level carpenter. Completion of vocational training, apprenticeship or equivalent training and experience is required.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	19	\$21.00	\$20.14	\$18.44	\$19.30	\$22.52	\$17.45	\$26.25
Geographic Area									
Mid-Willamette	5	18	\$21.36	\$20.19	\$18.18	\$19.37	\$23.57	\$17.31	\$26.79
- Total Willamette	5	18	\$21.36	\$20.19	\$18.18	\$19.37	\$23.57	\$17.31	\$26.79
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
76-199	2	12	-	-	-	-	-	-	-
300+	4	7	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	4	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	4	7	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	3	13	-	-	-	-	-	-	-
Health Services	1	4	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	5	-	-	-	-	-	-	-
Non-Union	4	14	-	-	-	-	-	-	-
Profit Status									
Profit	5	15	\$21.33	\$20.35	\$18.18	\$19.22	\$23.57	\$17.31	\$26.79
Non-Profit	1	4	-	-	-	-	-	-	-
Match Degree									
Light Match	1	8	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	5	11	\$21.86	\$22.62	\$19.22	\$19.37	\$23.57	\$18.60	\$26.79
Range of Pay									
Start Pay	4	13	-	**	-	-	-	-	-
Lowest Pay	3	15	-	**	-	-	-	-	-
Highest Pay	3	15	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	17	\$20.49	\$19.74	\$18.18	\$19.22	\$19.37	\$17.31	\$25.11
Combined / Variable + Base	6	19	\$24.34	\$22.25	\$18.44	\$19.30	\$26.55	\$17.46	\$36.26

Oregon Regional Pay Survey

Electrician - Maintenance - 3720N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Installs, maintains and repairs electrical systems, apparatus, and electrical and electronic components of industrial machinery and equipment, following electrical code, manuals, schematic diagrams, blueprints, and other specifications, using hand tools, power tools, and electrical and electronic test equipment. Installs power supply wiring and conduit for newly installed machines and equipment. Diagnoses malfunctioning apparatus or equipment, replaces or repairs parts, detects and replaces defective control modules, tests and makes adjustments. Prepares wiring diagrams to record changes. Plans and lays out work for electricians in lower classifications or electronic maintenance technicians. Requires Limited Journeyman Plant Electrician License.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	88	\$29.46	\$29.67	\$26.89	\$28.90	\$31.44	\$24.62	\$33.78
Geographic Area									
Portland Metro	5	13	\$31.36	\$29.69	\$28.40	\$30.47	\$33.56	\$24.64	\$38.77
Mid-Willamette	9	60	\$28.75	\$30.64	\$26.11	\$28.29	\$31.39	\$25.82	\$31.65
- Total Willamette	14	73	\$29.68	\$30.47	\$26.53	\$29.44	\$31.46	\$25.21	\$33.19
Surrounding Area	5	15	\$28.85	\$25.80	\$27.67	\$28.90	\$29.31	\$25.29	\$32.53
Employment Size									
1 - 75	3	4	-	-	-	-	-	-	-
76-199	4	8	-	-	-	-	-	-	-
200-299	7	15	\$30.28	\$29.59	\$27.25	\$29.31	\$31.90	\$24.52	\$36.29
300+	5	61	\$27.62	\$29.63	\$24.85	\$27.67	\$30.47	\$24.17	\$31.02
400+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	14	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	8	65	\$29.63	\$30.70	\$28.22	\$30.47	\$31.41	\$26.82	\$31.73
\$200.0 and higher	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	11	72	\$30.38	\$29.87	\$28.09	\$29.31	\$31.85	\$26.11	\$33.56
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	13	\$27.69	\$28.75	\$26.06	\$28.29	\$30.47	\$23.70	\$31.08
Wholesale Trade	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	5	66	\$27.63	\$29.57	\$23.71	\$30.47	\$30.47	\$22.76	\$31.02
Non-Union	14	22	\$30.12	\$29.99	\$27.70	\$28.65	\$32.10	\$26.08	\$34.34
Profit Status									
Profit	19	88	\$29.46	\$29.67	\$26.89	\$28.90	\$31.44	\$24.62	\$33.78
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	12	77	\$29.43	\$29.62	\$26.97	\$29.11	\$30.70	\$23.82	\$33.34
Heavy Match	6	9	\$29.74	\$30.41	\$26.53	\$29.63	\$32.10	\$26.09	\$33.49
Range of Pay									
Start Pay	13	44	\$23.81	**	\$22.62	\$23.30	\$26.06	\$19.38	\$29.88
Lowest Pay	7	41	\$25.72	**	\$22.67	\$25.00	\$29.31	\$21.77	\$29.90
Highest Pay	7	41	\$31.80	**	\$30.63	\$33.17	\$33.63	\$28.41	\$34.30
Total Compensation									
Receiving / Base Pay	3	32	-	-	-	-	-	-	-
Receiving / Variable Amount	3	32	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	32	-	-	-	-	-	-	-
Receiving / Variable + Base	3	32	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	56	\$29.52	\$28.97	\$26.10	\$29.11	\$31.69	\$24.28	\$34.12
Combined / Variable + Base	19	88	\$30.61	\$35.85	\$26.89	\$29.09	\$31.90	\$24.62	\$36.19

Oregon Regional Pay Survey

Painter - Maintenance - 3725N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform all operations incidental to any type of maintenance painting according to specifications. Use manual or mechanical means under general supervision. Erect scaffolding, prepare surfaces and mix ingredients properly. This is a journey level painter typically requiring vocational or apprenticeship training or equivalent experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	15	\$18.27	\$18.08	\$15.05	\$17.88	\$19.51	\$13.31	\$23.76
Geographic Area									
Portland Metro	5	9	\$16.17	\$16.51	\$13.70	\$15.05	\$17.88	\$12.53	\$20.63
Mid-Willamette	4	6	-	-	-	-	-	-	-
- Total Willamette	9	15	\$18.27	\$18.08	\$15.05	\$17.88	\$19.51	\$13.31	\$23.76
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	1	2	-	-	-	-	-	-	-
200-299	3	6	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Education Services	1	3	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	2	-	-	-	-	-	-	-
Health Services	3	4	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	8	14	\$16.94	\$17.30	\$14.71	\$16.80	\$19.45	\$13.12	\$20.40
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	5	7	\$18.61	\$18.62	\$15.05	\$17.88	\$19.43	\$13.07	\$25.14
Non-Profit	4	8	-	-	-	-	-	-	-
Match Degree									
Good Match	8	14	\$19.09	\$18.53	\$15.55	\$18.66	\$20.25	\$14.65	\$24.41
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	13	\$16.64	**	\$13.67	\$15.29	\$18.85	\$11.52	\$22.71
Lowest Pay	7	13	\$16.66	**	\$14.65	\$17.85	\$18.23	\$13.77	\$19.08
Highest Pay	7	13	\$19.15	**	\$17.62	\$20.00	\$20.35	\$15.04	\$21.96
Total Compensation									
Not Receiving / Base Pay	9	15	\$18.27	\$18.08	\$15.05	\$17.88	\$19.51	\$13.31	\$23.76
Combined / Variable + Base	9	15	\$18.27	\$18.08	\$15.05	\$17.88	\$19.51	\$13.31	\$23.76

Oregon Regional Pay Survey

Helper - Maintenance - 3750N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assist Electricians, Carpenters, Machinists, Steam Fitters and other trades people in the performance of a variety of related duties. Obtain tools, materials and supplies. Position work and perform operations following detailed instructions. May clean working area, machines or equipment. This is an entry level position requiring little or no previous experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	24	\$15.24	\$15.51	\$12.80	\$14.93	\$17.04	\$11.32	\$20.03

Geographic Area

Portland Metro	8	12	\$14.90	\$14.46	\$12.57	\$14.40	\$16.32	\$11.73	\$18.77
Mid-Willamette	3	7	-	-	-	-	-	-	-
- Total Willamette	11	19	\$15.23	\$15.34	\$12.39	\$14.42	\$16.84	\$11.02	\$20.98
Surrounding Area	3	5	-	-	-	-	-	-	-

Employment Size

1 - 75	8	12	\$15.03	\$14.55	\$12.57	\$14.93	\$16.32	\$11.73	\$18.77
76-199	3	5	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	8	13	\$15.57	\$16.58	\$13.97	\$15.12	\$16.36	\$12.53	\$18.91
Financial (Banking, Insurance, Real Estate)	1	3	-	-	-	-	-	-	-
Health Services	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	3	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union	1	3	-	-	-	-	-	-	-
Non-Union	13	21	\$14.76	\$14.66	\$12.75	\$14.42	\$15.87	\$11.22	\$17.74
Profit Status									
Profit	13	22	\$15.57	\$15.92	\$12.96	\$15.43	\$17.43	\$12.17	\$20.35
Non-Profit	1	2	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	9	17	\$15.21	\$15.42	\$12.03	\$14.42	\$17.43	\$11.01	\$21.07
Heavy Match	4	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	10	\$11.72	**	\$10.21	\$12.03	\$12.60	\$10.10	\$13.29
Lowest Pay	5	11	\$12.22	**	\$10.03	\$13.00	\$13.31	\$10.01	\$14.19
Highest Pay	5	11	\$15.39	**	\$12.25	\$15.00	\$16.19	\$11.79	\$19.68
Total Compensation									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	13	21	\$14.76	\$14.66	\$12.75	\$14.42	\$15.87	\$11.22	\$17.74
Combined / Variable + Base	14	24	\$16.67	\$18.01	\$12.80	\$14.93	\$17.04	\$11.32	\$20.03

Oregon Regional Pay Survey

Machine Repairer - Millwright - 3760N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Install, repair and maintain machinery and mechanical equipment such as engines, motors, pneumatic tools, conveyor systems or other production machines and equipment. Examine machines for defects in operation. Dismantle devices and replace defective parts using hoists, cranes, and tools as needed. Install special attachments or parts, and adjust equipment to insure efficient operation. May manufacture replacement parts in an emergency situation or dismantle and move machinery and heavy equipment as requested. This is a journey level millwright position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	20	104	\$23.76	\$24.75	\$20.84	\$23.36	\$26.43	\$18.56	\$30.29
Geographic Area									
Portland Metro	8	22	\$22.23	\$23.89	\$18.93	\$22.70	\$23.49	\$17.32	\$26.77
Mid-Willamette	7	52	\$25.75	\$26.70	\$22.96	\$24.08	\$28.72	\$21.59	\$31.01
- Total Willamette	15	74	\$23.87	\$25.86	\$21.40	\$23.16	\$25.91	\$18.57	\$31.31
Surrounding Area	5	30	\$23.41	\$21.99	\$20.98	\$24.06	\$26.17	\$19.55	\$26.80
Employment Size									
1 - 75	8	13	\$21.87	\$20.76	\$18.93	\$21.67	\$22.84	\$17.32	\$26.58
76-199	5	15	\$24.28	\$25.12	\$23.16	\$23.55	\$24.47	\$23.05	\$26.12
200-299	4	17	-	-	-	-	-	-	-
300+	3	59	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	7	-	-	-	-	-	-	-
\$17.0 - \$26.9	5	26	\$23.08	\$20.72	\$22.98	\$23.16	\$24.47	\$20.35	\$25.49
\$27.0 - \$54.9	2	11	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	46	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	7	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	13	85	\$24.05	\$24.86	\$20.98	\$23.55	\$26.17	\$19.44	\$29.54
Non-Durable Goods Manufacturing	3	9	-	-	-	-	-	-	-
Services, not elsewhere classified	2	6	-	-	-	-	-	-	-
Wholesale Trade	2	4	-	-	-	-	-	-	-
Union Status									
Union	2	56	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	18	48	\$23.84	\$24.64	\$21.33	\$23.36	\$25.75	\$18.88	\$30.70
Profit Status									
Profit	20	104	\$23.76	\$24.75	\$20.84	\$23.36	\$26.43	\$18.56	\$30.29
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	14	92	\$24.05	\$25.01	\$20.00	\$23.36	\$27.31	\$18.29	\$31.52
Heavy Match	5	11	\$22.80	\$22.55	\$20.98	\$22.36	\$24.08	\$20.65	\$25.33
Range of Pay									
Start Pay	13	32	\$16.97	**	\$16.38	\$18.07	\$18.93	\$12.67	\$19.54
Lowest Pay	9	42	\$19.49	**	\$16.25	\$18.58	\$21.49	\$15.31	\$24.95
Highest Pay	9	42	\$26.83	**	\$24.56	\$25.43	\$29.65	\$19.93	\$34.11
Total Compensation									
Receiving / Base Pay	4	43	-	-	-	-	-	-	-
Receiving / Variable Amount	4	43	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	43	-	-	-	-	-	-	-
Receiving / Variable + Base	4	43	-	-	-	-	-	-	-
Not Receiving / Base Pay	16	61	\$23.55	\$23.10	\$20.12	\$23.07	\$26.43	\$18.38	\$31.11
Combined / Variable + Base	20	104	\$24.86	\$32.46	\$20.84	\$23.63	\$26.43	\$18.56	\$32.16

Oregon Regional Pay Survey

Machinist - Maintenance - 3770N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Using a variety of machines, such as lathes, mills, precision grinders, etc., produce replacement parts for use in making regular and emergency repairs of machinery and equipment, use various hand tools, including scrapers, chisels, files and measuring instruments, and shape metal parts to precise dimensions, frequently working to close tolerances. May assemble and fit parts into machines. This is a journey level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	22	\$24.98	\$26.44	\$22.33	\$25.30	\$28.17	\$20.27	\$29.38
Geographic Area									
Portland Metro	3	7	-	-	-	-	-	-	-
Mid-Willamette	2	13	-	-	-	-	-	-	-
- Total Willamette	5	20	\$24.01	\$26.11	\$21.52	\$24.76	\$25.84	\$20.01	\$27.70
Surrounding Area	1	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	2	-	-	-	-	-	-	-
76-199	3	6	-	-	-	-	-	-	-
200-299	1	3	-	-	-	-	-	-	-
300+	1	11	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	15	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	3	-	-	-	-	-	-	-
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-
Union Status									
Union	3	16	-	-	-	-	-	-	-
Non-Union	3	6	-	-	-	-	-	-	-
Profit Status									
Profit	6	22	\$24.98	\$26.44	\$22.33	\$25.30	\$28.17	\$20.27	\$29.38

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	4	18	-	-	-	-	-	-	-
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	18	-	**	-	-	-	-	-
Lowest Pay	4	17	-	**	-	-	-	-	-
Highest Pay	4	17	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	22	\$24.98	\$26.44	\$22.33	\$25.30	\$28.17	\$20.27	\$29.38
Combined / Variable + Base	6	22	\$24.98	\$26.44	\$22.33	\$25.30	\$28.17	\$20.27	\$29.38

Oregon Regional Pay Survey

Machine Maintenance Mechanic III - 3775N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of maintenance mechanic; advanced level. The job typically requires 2 years of technical training and 5+ years of related work experience, or equivalent. Specific skills include mechanics, pneumatics, hydraulics, machining, welding and electrical. Duties include installation, maintenance and repair of production or processing equipment. Incumbents may fabricate machine guards, install or repair conveyers, replace motors, tear down or replace pumps, maintain fluid collection or distribution equipment or repair electro-mechanical equipment. Incumbents at this level perform advanced troubleshooting, work with general supervision and may provide work training to less experienced maintenance staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	21	70	\$23.88	\$23.47	\$19.23	\$22.05	\$27.12	\$17.99	\$30.21
Geographic Area									
Portland Metro	13	40	\$24.32	\$25.22	\$21.40	\$22.38	\$27.12	\$19.09	\$29.87
Mid-Willamette	4	13	-	-	-	-	-	-	-
- Total Willamette	17	53	\$23.51	\$24.48	\$19.23	\$22.05	\$27.12	\$18.09	\$29.30
Surrounding Area	4	17	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	9	\$20.78	\$21.09	\$18.39	\$19.15	\$21.59	\$17.76	\$25.44
76-199	6	20	\$24.71	\$25.22	\$20.89	\$21.73	\$25.85	\$20.06	\$32.34
200-299	9	41	\$25.39	\$23.14	\$21.95	\$26.10	\$28.69	\$17.86	\$31.44
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	5	9	\$25.11	\$24.67	\$20.72	\$22.05	\$26.17	\$19.72	\$33.01
\$27.0 - \$54.9	7	29	\$24.83	\$21.55	\$19.70	\$21.95	\$29.36	\$17.74	\$32.67
\$55.0 - \$99.9	4	24	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	13	34	\$24.47	\$25.16	\$20.72	\$22.38	\$28.50	\$18.41	\$29.91
Non-Durable Goods Manufacturing	6	32	\$20.36	\$21.22	\$18.26	\$19.15	\$20.86	\$17.68	\$24.26
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	3	-	-	-	-	-	-	-
Union Status									
Union	5	33	\$22.38	\$22.36	\$17.99	\$19.23	\$27.12	\$17.61	\$28.97
Non-Union	16	37	\$24.34	\$24.46	\$20.39	\$22.22	\$26.75	\$18.61	\$32.53

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Profit Status									
Profit	20	69	\$23.19	\$23.26	\$19.19	\$22.00	\$26.41	\$17.93	\$28.84
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	1	4	-	-	-	-	-	-	-
Good Match	17	49	\$22.71	\$21.95	\$19.06	\$21.40	\$26.10	\$17.74	\$29.18
Heavy Match	3	17	-	-	-	-	-	-	-
Range of Pay									
Start Pay	11	47	\$17.96	**	\$15.83	\$16.84	\$18.90	\$14.39	\$20.76
Lowest Pay	9	34	\$20.22	**	\$15.70	\$19.87	\$25.60	\$14.43	\$26.65
Highest Pay	9	34	\$24.83	**	\$23.34	\$25.83	\$27.70	\$20.01	\$28.42
Total Compensation									
Receiving / Base Pay	3	9	-	-	-	-	-	-	-
Receiving / Variable Amount	3	9	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	9	-	-	-	-	-	-	-
Receiving / Variable + Base	3	9	-	-	-	-	-	-	-
Not Receiving / Base Pay	18	61	\$24.08	\$23.33	\$19.27	\$22.00	\$28.16	\$17.80	\$32.06
Combined / Variable + Base	21	70	\$23.94	\$23.54	\$19.23	\$22.05	\$27.12	\$17.99	\$30.21

Oregon Regional Pay Survey

Machine Maintenance Mechanic II - 3777N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of maintenance mechanic; experienced level. The job typically requires 2 years of technical training and 3+ years of related experience, or equivalent. Under limited supervision and with minimal technical guidance, keeps plant machinery and mechanical equipment in good repair. Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. May involve scraping of ways. May occasionally make replacement parts. Incumbents at this level perform intermediate troubleshooting, work with limited technical guidance and may provide work training to less experienced maintenance staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	34	\$21.77	\$21.98	\$18.89	\$22.13	\$24.29	\$17.77	\$25.87
Geographic Area									
Portland Metro	8	23	\$21.71	\$21.72	\$19.41	\$22.11	\$23.95	\$17.48	\$25.87
Mid-Willamette	1	3	-	-	-	-	-	-	-
- Total Willamette	9	26	\$22.11	\$22.13	\$19.94	\$22.13	\$25.27	\$17.59	\$25.87
Surrounding Area	2	8	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	21	\$21.93	\$22.02	\$19.94	\$22.71	\$23.31	\$18.67	\$24.85
76-199	3	7	-	-	-	-	-	-	-
200-299	3	6	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	4	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	9	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	10	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	15	\$21.12	\$21.69	\$17.79	\$20.57	\$24.78	\$17.21	\$25.57
Non-Durable Goods Manufacturing	4	13	-	-	-	-	-	-	-
Services, not elsewhere classified	1	6	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	10	33	\$21.73	\$21.97	\$18.36	\$22.40	\$24.78	\$17.66	\$25.87
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	11	34	\$21.77	\$21.98	\$18.89	\$22.13	\$24.29	\$17.77	\$25.87
Match Degree									
Light Match	2	7	-	-	-	-	-	-	-
Good Match	8	24	\$21.51	\$22.07	\$17.82	\$22.40	\$23.95	\$17.43	\$25.87
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	16	\$18.17	**	\$16.69	\$17.58	\$18.88	\$16.33	\$20.60
Lowest Pay	8	29	\$18.46	**	\$16.29	\$16.76	\$20.23	\$15.97	\$22.92
Highest Pay	8	29	\$25.79	**	\$23.68	\$26.43	\$27.43	\$23.40	\$27.88
Total Compensation									
Receiving / Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable Amount	3	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable + Base	3	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	24	\$22.78	\$22.58	\$21.54	\$22.72	\$25.42	\$19.29	\$25.87
Combined / Variable + Base	11	34	\$22.05	\$22.30	\$19.45	\$22.13	\$24.59	\$17.77	\$25.87

Oregon Regional Pay Survey

Machine Maintenance Mechanic I - 3780N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of three levels of maintenance mechanic. The job typically requires 2 years of technical training and less than 1 year of experience, or equivalent. With readily available technical guidance, keeps plant machinery and mechanical equipment in good repair. Examines machines to diagnose trouble, dismantles machines, replaces defective parts, reassembles machines and makes necessary adjustments to ensure efficient operation. At this level much of the time is spent assisting more experienced maintenance mechanics.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	15	\$19.16	\$19.64	\$17.97	\$19.64	\$20.13	\$16.45	\$20.99
Geographic Area									
Portland Metro	2	4	-	-	-	-	-	-	-
Mid-Willamette	4	10	-	-	-	-	-	-	-
- Total Willamette	6	14	\$19.01	\$19.61	\$17.34	\$19.44	\$20.03	\$16.38	\$21.20
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	7	-	-	-	-	-	-	-
76-199	1	3	-	-	-	-	-	-	-
200-299	2	5	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
\$200.0 and higher	1	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	8	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	4	-	-	-	-	-	-	-
Transportation / Warehousing	1	1	-	-	-	-	-	-	-
Other (please specify)	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	7	15	\$19.16	\$19.64	\$17.97	\$19.64	\$20.13	\$16.45	\$20.99
Profit Status									
Profit	7	15	\$19.16	\$19.64	\$17.97	\$19.64	\$20.13	\$16.45	\$20.99

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	3	5	-	-	-	-	-	-	-
Heavy Match	3	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Lowest Pay	3	8	-	**	-	-	-	-	-
Highest Pay	3	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	12	\$19.60	\$19.86	\$19.24	\$19.64	\$20.16	\$17.72	\$21.41
Combined / Variable + Base	7	15	\$19.73	\$20.16	\$18.00	\$19.64	\$21.75	\$16.75	\$22.15

Oregon Regional Pay Survey

Parts Clerk - - 3795N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Receive, store and issue replacement parts, components, materials, solutions, wiring, etc., used in maintenance or repair of plant premises, machinery, equipment. Maintain inventory records. May order needed parts, materials and operate vehicle to pick up required parts or materials.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	14	\$19.25	\$19.01	\$18.84	\$19.30	\$20.29	\$17.76	\$20.59
Geographic Area									
Portland Metro	2	4	-	-	-	-	-	-	-
Mid-Willamette	2	6	-	-	-	-	-	-	-
- Total Willamette	4	10	-	-	-	-	-	-	-
Surrounding Area	1	4	-	-	-	-	-	-	-
Employment Size									
76-199	3	5	-	-	-	-	-	-	-
200-299	1	4	-	-	-	-	-	-	-
300+	1	5	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	8	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	1	5	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	2	5	-	-	-	-	-	-	-
Union Status									
Union	2	4	-	-	-	-	-	-	-
Non-Union	3	10	-	-	-	-	-	-	-
Profit Status									
Profit	5	14	\$19.25	\$19.01	\$18.84	\$19.30	\$20.29	\$17.76	\$20.59
Match Degree									
Good Match	3	9	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	2	5	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	10	-	**	-	-	-	-	-
Lowest Pay	2	8	-	**	-	-	-	-	-
Highest Pay	2	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	7	-	-	-	-	-	-	-
Receiving / Variable Amount	2	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	7	-	-	-	-	-	-	-
Receiving / Variable + Base	2	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	7	\$19.25	\$19.69	\$18.84	\$19.30	\$20.29	\$17.76	\$20.59
Combined / Variable + Base	5	14	\$19.49	\$19.41	\$18.84	\$20.23	\$20.29	\$17.90	\$20.59

Oregon Regional Pay Survey

Office Janitor - 3910N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General labor job. The job typically requires the ability to follow basic verbal and written instructions, such as the ability to read and follow label instructions on cleaning supplies. Job duties include sweeping floors, vacuuming carpeting, removing wastepaper and other refuse, and dusting furniture and fixtures. May also include performing routine light manual work in cleaning and sweeping offices, halls, restrooms, etc. Do not report plant maintenance staff unless office maintenance duties are secondary.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	25	170	\$12.77	\$12.49	\$11.36	\$12.42	\$13.88	\$10.05	\$16.15
Geographic Area									
Portland Metro	10	40	\$13.17	\$12.97	\$11.75	\$13.00	\$13.77	\$11.23	\$14.45
Mid-Willamette	11	121	\$11.91	\$12.18	\$11.02	\$11.82	\$12.80	\$9.22	\$13.33
- Total Willamette	21	161	\$12.51	\$12.38	\$11.36	\$12.27	\$13.33	\$10.07	\$13.94
Surrounding Area	4	9	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	11	\$11.30	\$11.08	\$10.07	\$11.53	\$11.73	\$9.51	\$13.12
76-199	5	8	\$13.21	\$13.70	\$11.05	\$13.32	\$13.44	\$9.95	\$16.80
200-299	11	57	\$13.05	\$13.19	\$11.66	\$13.32	\$13.91	\$10.98	\$16.06
300+	4	94	-	-	-	-	-	-	-
400+	1	74	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	19	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	14	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	15	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	14	-	-	-	-	-	-	-
\$55.0 - \$99.9	8	95	\$14.38	\$12.50	\$12.50	\$13.63	\$16.10	\$11.92	\$17.06
\$200.0 and higher	4	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	10	\$13.23	\$14.44	\$13.32	\$13.44	\$14.04	\$10.81	\$15.34
Education Services	1	9	-	-	-	-	-	-	-
Health Services	5	23	\$11.47	\$11.73	\$10.98	\$11.36	\$12.27	\$10.43	\$12.52
Leisure / Hospitality Services	2	78	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	6	-	-	-	-	-	-	-
Retail Trade	4	7	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Services, not elsewhere classified	4	35	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	7	-	-	-	-	-	-	-
Non-Union	23	163	\$12.34	\$12.30	\$11.21	\$12.27	\$13.39	\$10.05	\$14.02
Profit Status									
Profit	16	119	\$13.13	\$12.31	\$11.75	\$13.00	\$13.97	\$10.56	\$16.26
Non-Profit	9	51	\$12.11	\$12.91	\$10.98	\$11.73	\$13.33	\$9.88	\$14.32
Match Degree									
Light Match	1	3	-	-	-	-	-	-	-
Good Match	20	159	\$12.57	\$12.48	\$11.41	\$12.34	\$13.55	\$9.96	\$16.07
Heavy Match	4	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	16	139	\$10.94	**	\$9.48	\$10.18	\$11.30	\$9.14	\$13.25
Lowest Pay	15	151	\$11.32	**	\$9.96	\$11.00	\$12.02	\$9.63	\$13.69
Highest Pay	15	151	\$14.66	**	\$12.81	\$14.83	\$16.48	\$11.65	\$17.37
Total Compensation									
Receiving / Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable Amount	1	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable + Base	1	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	24	165	\$12.62	\$12.38	\$11.28	\$12.34	\$13.55	\$10.05	\$15.45
Combined / Variable + Base	25	170	\$13.57	\$13.08	\$11.36	\$12.42	\$13.88	\$10.05	\$16.21

Oregon Regional Pay Survey

Plant Janitor/Sanitation - 3915N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General labor job associated with plant or facility sanitation duties. The job typically requires the ability to follow basic verbal and written instructions, such as the ability to read and follow label instructions on cleaning supplies. Duties include cleaning walls, floors, equipment, or any other areas of the facility. Duties include disposing of waste, sanitation of facilities and equipment, maintenance of lighting, and other related facilities and grounds duties. Incumbents may assist maintenance mechanics with maintenance of equipment. Work may include moderate to heavy lifting. Do not report office maintenance staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	23	87	\$12.72	\$12.23	\$11.08	\$12.34	\$13.54	\$10.37	\$14.65
Geographic Area									
Portland Metro	10	38	\$13.46	\$13.05	\$12.13	\$12.77	\$13.38	\$11.69	\$14.90
Mid-Willamette	5	10	\$11.35	\$10.69	\$10.33	\$10.82	\$11.71	\$10.02	\$13.11
- Total Willamette	15	48	\$12.76	\$12.56	\$11.27	\$12.53	\$13.30	\$10.15	\$14.09
Surrounding Area	8	39	\$12.65	\$11.83	\$11.16	\$12.15	\$13.90	\$10.58	\$15.17
Employment Size									
1 - 75	8	16	\$13.05	\$13.04	\$12.18	\$13.05	\$14.07	\$11.21	\$14.69
76-199	9	20	\$12.85	\$12.34	\$10.82	\$11.97	\$12.53	\$10.51	\$15.27
200-299	6	51	\$12.10	\$11.94	\$10.79	\$11.95	\$13.24	\$10.21	\$14.13
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	7	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	11	-	-	-	-	-	-	-
\$17.0 - \$26.9	6	34	\$13.37	\$12.83	\$12.13	\$12.77	\$14.34	\$11.93	\$15.42
\$27.0 - \$54.9	5	22	\$12.15	\$11.32	\$11.34	\$12.53	\$13.47	\$10.43	\$13.55
\$55.0 - \$99.9	1	2	-	-	-	-	-	-	-
\$200.0 and higher	2	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	11	16	\$12.56	\$12.48	\$11.40	\$12.98	\$13.83	\$10.33	\$14.11
Education Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	31	\$14.11	\$12.42	\$11.59	\$12.73	\$15.32	\$10.58	\$19.01
Retail Trade	1	4	-	-	-	-	-	-	-
Services, not elsewhere classified	2	28	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	4	22	-	-	-	-	-	-	-
Non-Union	19	65	\$12.44	\$12.27	\$11.27	\$12.34	\$13.54	\$10.51	\$14.25
Profit Status									
Profit	20	60	\$12.79	\$12.10	\$10.77	\$12.17	\$13.71	\$10.30	\$14.92
Non-Profit	3	27	-	-	-	-	-	-	-
Match Degree									
Light Match	2	7	-	-	-	-	-	-	-
Good Match	17	74	\$12.21	\$12.02	\$10.82	\$12.34	\$13.12	\$10.21	\$13.80
Heavy Match	4	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	18	80	\$11.40	**	\$9.47	\$10.61	\$12.21	\$9.11	\$13.10
Lowest Pay	10	52	\$11.38	**	\$10.20	\$10.98	\$12.02	\$9.72	\$13.86
Highest Pay	10	52	\$13.80	**	\$12.81	\$13.25	\$14.53	\$12.49	\$15.83
Total Compensation									
Receiving / Base Pay	5	12	\$13.71	\$13.37	\$12.34	\$14.05	\$14.11	\$12.13	\$15.27
Receiving / Variable Amount	5	12	\$0.63	\$0.55	\$0.31	\$0.72	\$0.78	\$0.22	\$1.03
Receiving / % of Base Pay	5	12	4.62%	4.07%	2.53%	4.49%	6.47%	1.68%	7.70%
Receiving / Variable + Base	5	12	\$14.34	\$13.92	\$12.77	\$14.21	\$15.31	\$12.70	\$16.19
Not Receiving / Base Pay	19	75	\$12.44	\$12.05	\$10.71	\$11.97	\$13.05	\$10.27	\$13.84
Combined / Variable + Base	23	87	\$12.86	\$12.31	\$11.08	\$12.56	\$13.54	\$10.37	\$15.21

Oregon Regional Pay Survey

Grounds Maintenance Worker - 3920N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Maintain grounds of public or private property using hand/power tools or equipment. Typically perform tasks such as mowing, trimming, planting, watering, fertilizing, digging, raking, and sweeping. May plan and execute small-scale landscaping operations or provide minimal care and upkeep of buildings and equipment.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	76	\$16.38	\$14.35	\$13.63	\$17.29	\$17.96	\$13.35	\$19.74

Geographic Area

Portland Metro	6	51	\$16.61	\$13.89	\$14.41	\$17.77	\$18.23	\$12.72	\$19.32
Mid-Willamette	4	15	-	-	-	-	-	-	-
- Total Willamette	10	66	\$15.85	\$13.89	\$13.44	\$15.94	\$17.96	\$13.20	\$18.49
Surrounding Area	4	10	-	-	-	-	-	-	-

Employment Size

1 - 75	3	4	-	-	-	-	-	-	-
76-199	2	3	-	-	-	-	-	-	-
200-299	8	27	\$15.39	\$14.96	\$13.51	\$15.50	\$17.50	\$12.95	\$17.74
300+	1	42	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	42	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	4	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	16	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	7	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Education Services	1	2	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	2	43	-	-	-	-	-	-	-
Health Services	3	14	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	2	5	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	14	76	\$16.38	\$14.35	\$13.63	\$17.29	\$17.96	\$13.35	\$19.74
Profit Status									
Profit	5	47	\$17.40	\$13.90	\$17.40	\$17.59	\$18.28	\$14.99	\$19.53
Non-Profit	9	29	\$15.81	\$15.08	\$13.57	\$14.41	\$17.47	\$13.07	\$18.95
Match Degree									
Good Match	12	72	\$16.64	\$14.40	\$13.76	\$17.29	\$18.13	\$13.41	\$20.15
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	71	\$12.45	**	\$10.22	\$11.89	\$13.21	\$10.18	\$16.21
Lowest Pay	10	72	\$12.78	**	\$11.00	\$12.05	\$15.17	\$10.03	\$15.44
Highest Pay	10	72	\$16.94	**	\$15.64	\$17.14	\$18.80	\$13.96	\$19.38
Total Compensation									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	13	74	\$16.30	\$14.27	\$13.57	\$17.17	\$18.08	\$13.34	\$19.94
Combined / Variable + Base	14	76	\$16.42	\$14.37	\$13.63	\$17.32	\$18.04	\$13.35	\$19.74

Oregon Regional Pay Survey

Facilities Maintenance Worker III - 3925N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform installation, repairs, and preventative maintenance on a wide variety of building and facility equipment fixtures and systems. Perform work to comply with regulatory agency codes under general supervision. This is a journey level (electrician, millwright, pipe fitter, welder, painter, carpenter, and other trades). Typically requires completion of formal or informal apprenticeship program or recognized certificate from vocational trade school or equivalent program.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	15	34	\$21.24	\$23.02	\$17.57	\$21.92	\$23.95	\$15.34	\$24.61
Geographic Area									
Portland Metro	8	17	\$22.18	\$27.61	\$18.19	\$22.82	\$23.86	\$16.01	\$26.93
Mid-Willamette	4	14	-	-	-	-	-	-	-
- Total Willamette	12	31	\$20.92	\$23.07	\$16.08	\$20.66	\$23.86	\$15.31	\$24.25
Surrounding Area	3	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	13	\$25.52	\$30.44	\$23.79	\$24.11	\$24.27	\$22.67	\$29.81
76-199	6	9	\$17.94	\$17.82	\$15.55	\$17.57	\$18.90	\$14.90	\$21.35
200-299	2	5	-	-	-	-	-	-	-
300+	2	7	-	-	-	-	-	-	-
400+	1	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	15	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	8	\$19.88	\$20.37	\$17.57	\$18.92	\$22.85	\$15.91	\$23.91
Education Services	1	1	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	2	7	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	10	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	15	34	\$21.24	\$23.02	\$17.57	\$21.92	\$23.95	\$15.34	\$24.61
Profit Status									
Profit	10	24	\$21.59	\$25.19	\$18.84	\$20.66	\$23.79	\$16.21	\$25.05
Non-Profit	5	10	\$20.54	\$17.79	\$15.40	\$23.71	\$24.27	\$14.86	\$24.61
Match Degree									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	12	30	\$20.76	\$22.98	\$16.08	\$19.16	\$24.15	\$15.31	\$24.78
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	24	\$17.97	**	\$14.93	\$17.08	\$17.22	\$14.42	\$22.48
Lowest Pay	7	26	\$17.63	**	\$13.98	\$14.29	\$19.97	\$12.78	\$24.51
Highest Pay	7	26	\$23.30	**	\$19.45	\$20.94	\$25.40	\$17.10	\$30.57
Total Compensation									
Receiving / Base Pay	5	6	\$24.24	\$24.17	\$23.78	\$23.79	\$24.84	\$18.69	\$30.04
Receiving / Variable Amount	5	6	\$0.57	\$0.56	\$0.26	\$0.48	\$0.90	\$0.25	\$0.95
Receiving / % of Base Pay	5	6	2.81%	2.68%	1.06%	2.02%	3.78%	0.86%	5.39%
Receiving / Variable + Base	5	6	\$24.82	\$24.73	\$24.26	\$24.69	\$25.10	\$19.48	\$30.29
Not Receiving / Base Pay	11	28	\$20.99	\$22.77	\$17.57	\$19.39	\$23.91	\$15.40	\$24.27
Combined / Variable + Base	15	34	\$21.43	\$23.17	\$17.57	\$21.92	\$24.27	\$15.76	\$24.94

Oregon Regional Pay Survey

Facilities Maintenance Worker II - 3927N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform general, non-specialized tasks in the maintenance of a plant or building. Perform basic carpentry, electrical maintenance, pipefitting and plumbing tasks; scrape, putty, and paint walls, woodwork and fixtures; replace light bulbs, covers, and filters. Utilizes a wide variety of hand and portable power tools. May lubricate and do simple maintenance on machines and equipment.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	27	168	\$17.02	\$15.89	\$15.52	\$17.04	\$18.85	\$13.51	\$20.21
Geographic Area									
Portland Metro	10	120	\$17.93	\$15.53	\$16.88	\$17.52	\$19.24	\$14.81	\$21.78
Mid-Willamette	8	24	\$15.20	\$16.02	\$13.36	\$15.31	\$16.69	\$12.26	\$18.22
- Total Willamette	18	144	\$16.72	\$15.61	\$14.49	\$16.93	\$18.58	\$13.17	\$20.07
Surrounding Area	9	24	\$17.63	\$17.54	\$16.31	\$18.03	\$18.84	\$15.61	\$20.10
Employment Size									
1 - 75	8	18	\$17.85	\$17.57	\$16.63	\$16.93	\$19.66	\$15.58	\$21.02
76-199	9	25	\$17.02	\$17.45	\$16.06	\$18.03	\$18.84	\$13.14	\$19.45
200-299	7	22	\$17.00	\$16.92	\$15.32	\$17.37	\$18.31	\$13.66	\$20.01
300+	3	103	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	5	119	\$17.33	\$15.45	\$16.34	\$17.04	\$18.32	\$15.52	\$19.32
\$7.0 - \$11.9	7	13	\$15.62	\$15.69	\$13.71	\$16.72	\$17.24	\$12.70	\$18.34
\$12.0 - \$16.9	4	7	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	11	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	3	-	-	-	-	-	-	-
\$200.0 and higher	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	7	\$18.57	\$18.57	\$16.77	\$17.66	\$20.29	\$16.46	\$21.90
Education Services	1	2	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	3	109	-	-	-	-	-	-	-
Health Services	5	11	\$14.34	\$13.84	\$12.65	\$13.39	\$16.28	\$11.88	\$17.33
Natural Resources / Mining	1	11	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Retail Trade	3	7	-	-	-	-	-	-	-
Services, not elsewhere classified	3	12	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Transportation / Warehousing	2	7	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	26	167	\$16.83	\$15.85	\$15.24	\$16.93	\$18.71	\$13.49	\$19.68
Profit Status									
Profit	20	147	\$17.36	\$15.85	\$15.79	\$16.93	\$19.33	\$13.80	\$20.66
Non-Profit	7	21	\$16.05	\$16.16	\$14.50	\$17.37	\$17.89	\$12.13	\$18.36
Match Degree									
Light Match	5	18	\$14.99	\$16.57	\$13.59	\$14.33	\$17.37	\$12.25	\$17.94
Good Match	17	140	\$17.64	\$15.76	\$16.34	\$17.66	\$19.32	\$14.34	\$20.69
Heavy Match	5	10	\$16.95	\$16.38	\$16.06	\$16.31	\$18.03	\$14.72	\$19.54
Range of Pay									
Start Pay	13	140	\$14.92	**	\$12.41	\$14.88	\$16.28	\$12.19	\$18.83
Lowest Pay	14	153	\$14.58	**	\$12.05	\$14.28	\$16.77	\$12.00	\$17.84
Highest Pay	14	153	\$19.47	**	\$17.38	\$19.65	\$21.31	\$14.65	\$22.02
Total Compensation									
Receiving / Base Pay	5	10	\$17.97	\$17.51	\$16.72	\$17.04	\$20.54	\$14.98	\$21.26
Receiving / Variable Amount	5	10	\$0.70	\$0.71	\$0.38	\$0.54	\$0.72	\$0.27	\$1.27
Receiving / % of Base Pay	5	10	4.06%	4.15%	2.62%	2.78%	4.23%	1.58%	7.57%
Receiving / Variable + Base	5	10	\$18.67	\$18.21	\$17.76	\$18.36	\$21.08	\$15.63	\$21.59
Not Receiving / Base Pay	23	158	\$16.68	\$15.79	\$14.65	\$16.82	\$18.58	\$13.43	\$19.35
Combined / Variable + Base	27	168	\$17.15	\$15.93	\$15.52	\$17.66	\$18.85	\$13.51	\$20.43

Oregon Regional Pay Survey

Facilities Maintenance - Specialist - 3928N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Install, troubleshoot, repair and maintain a wide variety of plumbing, mechanical, or electrical systems in accordance with local, state, or national codes. Review maintenance requests, identify and recommend optimum solutions. Perform preventative maintenance inspections and preventative maintenance services. Typically requires completion of formal four-year apprenticeship program or recognized certificate from a vocational trade school and may require two years experience. This level includes journey-level trades.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	129	\$25.32	\$26.24	\$22.57	\$24.64	\$28.96	\$21.16	\$30.16
Geographic Area									
Portland Metro	2	68	-	-	-	-	-	-	-
Mid-Willamette	3	58	-	-	-	-	-	-	-
- Total Willamette	5	126	\$25.90	\$26.33	\$22.97	\$26.30	\$29.85	\$21.13	\$30.22
Surrounding Area	1	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	7	-	-	-	-	-	-	-
300+	2	122	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	67	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	55	-	-	-	-	-	-	-
\$200.0 and higher	2	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	61	-	-	-	-	-	-	-
Financial (Banking, Insurance, Real Estate)	1	67	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	55	-	-	-	-	-	-	-
Non-Union	5	74	\$24.29	\$23.09	\$22.43	\$22.97	\$26.30	\$20.91	\$28.43
Profit Status									
Profit	6	129	\$25.32	\$26.24	\$22.57	\$24.64	\$28.96	\$21.16	\$30.16
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	4	60	-	-	-	-	-	-	-
Heavy Match	2	69	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	126	\$20.50	**	\$14.26	\$17.96	\$26.56	\$14.18	\$28.38
Lowest Pay	3	124	-	**	-	-	-	-	-
Highest Pay	3	124	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	128	\$24.41	\$26.21	\$22.43	\$22.97	\$26.30	\$20.91	\$28.80
Combined / Variable + Base	6	129	\$25.44	\$26.24	\$22.57	\$24.64	\$29.43	\$21.16	\$30.52

Oregon Regional Pay Survey

Mechanic - Auto-Bus-Truck - 3930N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Repair gasoline or diesel powered automobiles, trucks or buses; disassemble and overhaul engines, transmissions, clutches, rear ends and other assemblies; replace worn or broken parts; grind valves, adjust brakes, tighten body bolts and align wheels. May lubricate vehicles and perform other duties in connection with maintenance and operation of motor vehicles, except finished body and fender work, reupholster and painting. This is the journey level position typically requiring vocational and/or apprenticeship training or equivalent experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	20	96	\$24.30	\$24.58	\$21.40	\$22.20	\$25.30	\$20.34	\$29.89
Geographic Area									
Portland Metro	7	43	\$25.39	\$25.90	\$21.19	\$23.55	\$27.12	\$20.25	\$32.70
Mid-Willamette	3	13	-	-	-	-	-	-	-
- Total Willamette	10	56	\$24.89	\$25.83	\$21.61	\$22.86	\$26.70	\$20.68	\$29.95
Surrounding Area	10	40	\$23.70	\$22.84	\$21.16	\$21.93	\$24.07	\$20.34	\$26.80
Employment Size									
1 - 75	11	32	\$21.72	\$21.79	\$20.94	\$21.62	\$22.20	\$20.41	\$23.55
76-199	3	26	-	-	-	-	-	-	-
200-299	4	30	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	8	26	\$21.73	\$21.82	\$20.99	\$21.57	\$21.86	\$20.70	\$22.90
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	22	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	33	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	2	3	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Retail Trade	2	7	-	-	-	-	-	-	-
Services, not elsewhere classified	3	24	-	-	-	-	-	-	-
Transportation / Warehousing	2	20	-	-	-	-	-	-	-
Utilities	7	18	\$24.27	\$23.53	\$21.68	\$22.16	\$22.89	\$21.39	\$29.16
Wholesale Trade	2	16	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	2	24	-	-	-	-	-	-	-
Non-Union	18	72	\$23.87	\$23.33	\$21.16	\$21.95	\$24.24	\$20.20	\$29.19
Profit Status									
Profit	17	86	\$23.60	\$24.23	\$21.05	\$22.16	\$24.47	\$20.13	\$27.94
Non-Profit	2	3	-	-	-	-	-	-	-
Match Degree									
Light Match	2	7	-	-	-	-	-	-	-
Good Match	14	82	\$25.44	\$25.12	\$21.52	\$23.68	\$26.80	\$20.60	\$35.01
Heavy Match	4	7	-	-	-	-	-	-	-
Range of Pay									
Start Pay	12	43	\$17.45	**	\$15.23	\$18.20	\$19.96	\$14.24	\$20.37
Lowest Pay	13	71	\$20.33	**	\$19.00	\$20.00	\$21.20	\$17.90	\$23.29
Highest Pay	13	71	\$24.57	**	\$21.75	\$24.35	\$27.00	\$21.13	\$28.81
Total Compensation									
Receiving / Base Pay	4	19	-	-	-	-	-	-	-
Receiving / Variable Amount	4	19	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	19	-	-	-	-	-	-	-
Receiving / Variable + Base	4	19	-	-	-	-	-	-	-
Not Receiving / Base Pay	17	77	\$24.84	\$25.61	\$21.56	\$22.23	\$25.60	\$20.96	\$32.45
Combined / Variable + Base	20	96	\$24.41	\$24.68	\$21.55	\$22.20	\$25.30	\$20.94	\$29.89

Oregon Regional Pay Survey

Mechanic - Heavy Equipment - 3940N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Analyze malfunctions and repair, rebuild and maintain heavy construction, logging and similar equipment such as cranes, power shovels, scrapers, paving machines, motor graders, trench-digging machines, conveyors, bulldozers, front-end loaders, compressors and pneumatic tools. Dismantle and reassemble equipment using hoists and hand tools. Replace engines and subassemblies. May weld parts. This is a journey level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	106	\$23.03	\$22.30	\$21.37	\$22.90	\$25.68	\$19.04	\$26.22
Geographic Area									
Portland Metro	5	61	\$22.01	\$21.10	\$19.14	\$22.13	\$24.61	\$18.51	\$25.50
Mid-Willamette	2	34	-	-	-	-	-	-	-
- Total Willamette	7	95	\$22.84	\$22.06	\$20.64	\$22.50	\$25.36	\$18.72	\$26.60
Surrounding Area	3	11	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	41	\$23.05	\$22.95	\$22.13	\$23.29	\$24.61	\$20.34	\$25.50
76-199	2	29	-	-	-	-	-	-	-
300+	3	36	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	52	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	34	-	-	-	-	-	-	-
Industry									
Construction	1	25	-	-	-	-	-	-	-
Durable Goods Manufacturing	6	64	\$22.31	\$21.60	\$19.63	\$21.62	\$25.06	\$18.62	\$26.68
Retail Trade	1	3	-	-	-	-	-	-	-
Utilities	1	3	-	-	-	-	-	-	-
Wholesale Trade	1	11	-	-	-	-	-	-	-
Union Status									
Union	3	32	-	-	-	-	-	-	-
Non-Union	7	74	\$22.82	\$21.77	\$20.82	\$23.29	\$25.32	\$18.72	\$26.06
Profit Status									
Profit	10	106	\$23.03	\$22.30	\$21.37	\$22.90	\$25.68	\$19.04	\$26.22

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	10	106	\$23.03	\$22.30	\$21.37	\$22.90	\$25.68	\$19.04	\$26.22
Range of Pay									
Start Pay	5	48	\$17.93	**	\$16.06	\$16.91	\$18.97	\$14.98	\$21.65
Lowest Pay	7	73	\$17.88	**	\$14.94	\$17.00	\$19.58	\$14.75	\$22.16
Highest Pay	7	73	\$26.23	**	\$22.78	\$26.33	\$27.48	\$21.26	\$31.14
Total Compensation									
Receiving / Base Pay	3	23	-	-	-	-	-	-	-
Receiving / Variable Amount	3	23	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	23	-	-	-	-	-	-	-
Receiving / Variable + Base	3	23	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	83	\$21.76	\$21.31	\$20.13	\$22.13	\$22.90	\$18.72	\$24.39
Combined / Variable + Base	10	106	\$25.13	\$24.08	\$21.37	\$22.90	\$25.86	\$19.04	\$28.44

Oregon Regional Pay Survey

Buyer II - 4050N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of professional purchasing. The job typically requires an associate's or bachelor's degree in business and 3+ years of experience, or equivalent. Incumbents at this level have the authority to purchase at the most favorable price consistent with quality, quantity, delivery and other factors, raw materials, equipment, machinery and/or supplies for the operation of the organization. Prepares bid specifications, receives bids and makes purchases of commodities or goods where the financial impact is moderate. May work directly in support of line operations and in collaboration with department managers, engineers or operations staff. Participates in the selection of vendor sources and has considerable latitude in determining acceptable price. Materials purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a merchandising buyer.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	52	93	\$25.66	\$25.22	\$20.40	\$23.77	\$28.81	\$18.86	\$35.84
Geographic Area									
Portland Metro	29	55	\$26.51	\$25.84	\$20.48	\$24.02	\$28.76	\$19.02	\$36.84
Mid-Willamette	10	17	\$25.03	\$23.70	\$22.63	\$24.24	\$28.12	\$20.59	\$29.19
- Total Willamette	39	72	\$26.13	\$25.34	\$21.26	\$24.06	\$28.57	\$19.08	\$33.95
Surrounding Area	13	21	\$24.24	\$24.84	\$19.72	\$22.71	\$29.97	\$15.79	\$35.30
Employment Size									
1 - 75	15	19	\$26.72	\$26.51	\$20.98	\$22.55	\$28.06	\$19.34	\$35.07
76-199	19	36	\$27.08	\$25.72	\$20.14	\$24.16	\$31.74	\$18.82	\$39.46
200-299	9	21	\$23.95	\$25.22	\$23.19	\$24.59	\$26.86	\$18.01	\$28.50
300+	9	17	\$22.58	\$22.75	\$20.72	\$23.51	\$24.42	\$18.58	\$25.65
400+	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	7	-	-	-	-	-	-	-
\$7.0 - \$11.9	6	8	\$33.87	\$32.59	\$24.82	\$30.09	\$37.44	\$21.84	\$49.68
\$12.0 - \$16.9	7	9	\$22.84	\$22.79	\$22.11	\$22.55	\$22.94	\$21.27	\$24.59
\$17.0 - \$26.9	11	20	\$23.07	\$23.06	\$19.44	\$22.69	\$23.73	\$18.73	\$27.10
\$27.0 - \$54.9	8	13	\$28.49	\$29.08	\$23.27	\$27.95	\$33.07	\$19.58	\$37.44
\$55.0 - \$99.9	12	30	\$24.59	\$24.49	\$21.04	\$24.32	\$27.05	\$19.51	\$29.81
\$100.0 - \$199.9	1	2	-	-	-	-	-	-	-
\$200.0 and higher	2	3	-	-	-	-	-	-	-
Industry									
Construction	1	4	-	-	-	-	-	-	-
Durable Goods Manufacturing	20	36	\$23.21	\$24.45	\$20.08	\$22.62	\$25.08	\$19.66	\$27.29
Health Services	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Leisure / Hospitality Services	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	9	\$27.01	\$25.14	\$23.72	\$27.04	\$28.12	\$21.72	\$32.28
Public Administration	4	6	-	-	-	-	-	-	-
Retail Trade	3	6	-	-	-	-	-	-	-
Services, not elsewhere classified	3	3	-	-	-	-	-	-	-
Utilities	8	10	\$37.14	\$35.46	\$31.24	\$36.42	\$39.75	\$27.18	\$46.36
Wholesale Trade	5	16	\$24.76	\$25.26	\$18.73	\$24.59	\$28.94	\$16.76	\$33.24
Union Status									
Union	8	12	\$34.99	\$33.12	\$27.68	\$31.68	\$39.73	\$24.15	\$46.36
Non-Union	44	81	\$23.96	\$24.05	\$19.80	\$22.94	\$26.92	\$18.76	\$31.38
Profit Status									
Profit	47	88	\$25.26	\$24.99	\$20.33	\$23.51	\$27.86	\$18.97	\$32.20
Non-Profit	5	5	\$29.41	\$29.41	\$21.14	\$32.06	\$39.48	\$16.75	\$40.12
Match Degree									
Light Match	3	6	-	-	-	-	-	-	-
Good Match	46	84	\$25.13	\$24.96	\$20.25	\$23.77	\$28.66	\$18.79	\$34.75
Heavy Match	3	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	26	51	\$19.87	**	\$17.95	\$19.95	\$21.23	\$15.28	\$25.03
Lowest Pay	24	50	\$21.98	**	\$17.82	\$21.53	\$24.67	\$15.83	\$29.25
Highest Pay	24	50	\$28.48	**	\$23.07	\$28.56	\$32.42	\$19.71	\$38.08
Total Compensation									
Receiving / Base Pay	12	30	\$24.53	\$24.44	\$21.46	\$23.36	\$26.73	\$18.91	\$31.56
Receiving / Variable Amount	12	30	\$0.86	\$0.88	\$0.52	\$0.72	\$1.14	\$0.26	\$1.65
Receiving / % of Base Pay	12	30	3.38%	3.45%	1.98%	2.96%	4.94%	1.43%	5.24%
Receiving / Variable + Base	12	30	\$25.39	\$25.32	\$22.11	\$24.19	\$28.15	\$19.11	\$33.25
Not Receiving / Base Pay	40	63	\$25.99	\$25.60	\$20.08	\$23.79	\$28.97	\$19.04	\$36.44
Combined / Variable + Base	52	93	\$25.85	\$25.51	\$20.58	\$23.85	\$28.84	\$18.87	\$35.87

Oregon Regional Pay Survey

Buyer I - 4055N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of professional purchasing. The job typically requires an associate's or bachelor's degree in business, or equivalent. Under supervision of a purchasing manager and/or with direction from senior purchasing staff, performs purchasing duties of limited scope and authority. Prepares bid specifications, receives bids and make purchases of commodities or goods where the financial impact is limited. May work directly in support of line operations and in collaboration with department managers, engineers or operations staff. Materials or equipment purchased are processed, consumed or used in the organization and are not purchased for direct resale; this is not a merchandising buyer.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	24	36	\$20.66	\$19.73	\$19.04	\$20.25	\$22.84	\$17.63	\$24.20
Geographic Area									
Portland Metro	13	16	\$21.51	\$21.62	\$19.69	\$21.74	\$22.81	\$19.49	\$23.52
Mid-Willamette	6	10	\$20.67	\$19.68	\$18.71	\$20.08	\$23.66	\$16.69	\$25.23
- Total Willamette	19	26	\$21.24	\$20.87	\$19.54	\$21.26	\$23.00	\$18.85	\$24.75
Surrounding Area	5	10	\$18.44	\$16.76	\$17.59	\$17.71	\$20.13	\$15.33	\$21.82
Employment Size									
1 - 75	9	10	\$21.40	\$21.62	\$20.37	\$21.77	\$22.94	\$19.09	\$23.26
76-199	8	14	\$19.60	\$18.01	\$18.97	\$19.66	\$19.95	\$17.20	\$21.87
200-299	5	9	\$20.84	\$19.48	\$18.90	\$21.74	\$22.81	\$16.39	\$24.73
300+	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	5	5	\$21.78	\$21.78	\$20.37	\$21.77	\$23.18	\$18.70	\$24.88
\$3.0 - \$6.9	2	7	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	4	7	-	-	-	-	-	-	-
\$200.0 and higher	2	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	15	22	\$21.09	\$20.71	\$19.27	\$20.37	\$23.06	\$18.75	\$24.12
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Retail Trade	1	5	-	-	-	-	-	-	-
Services, not elsewhere classified	2	2	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	2	3	-	-	-	-	-	-	-
Union Status									
Non-Union	24	36	\$20.66	\$19.73	\$19.04	\$20.25	\$22.84	\$17.63	\$24.20
Profit Status									
Profit	22	34	\$20.55	\$19.61	\$19.18	\$20.25	\$22.72	\$17.70	\$23.56
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Light Match	4	4	-	-	-	-	-	-	-
Good Match	15	24	\$20.66	\$19.64	\$18.77	\$20.13	\$22.88	\$17.64	\$23.95
Heavy Match	5	8	\$21.01	\$19.76	\$19.46	\$21.26	\$23.60	\$16.62	\$25.05
Range of Pay									
Start Pay	11	15	\$16.68	**	\$15.49	\$16.96	\$19.55	\$12.15	\$19.62
Lowest Pay	9	15	\$17.90	**	\$16.90	\$17.75	\$19.23	\$15.42	\$21.09
Highest Pay	9	15	\$22.72	**	\$22.60	\$23.66	\$24.96	\$17.83	\$25.75
Total Compensation									
Receiving / Base Pay	3	4	-	-	-	-	-	-	-
Receiving / Variable Amount	3	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	4	-	-	-	-	-	-	-
Receiving / Variable + Base	3	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	21	32	\$20.55	\$19.48	\$18.90	\$20.13	\$22.94	\$17.59	\$24.46
Combined / Variable + Base	24	36	\$20.75	\$19.81	\$19.04	\$20.63	\$23.00	\$17.63	\$24.20

Oregon Regional Pay Survey

Purchasing Clerk - 4060N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of purchasing. The job typically requires math and problem solving skills equivalent to a high school diploma or GED and 1+ years of related training or experience, or equivalent. Duties include issuing purchase orders to replenish stocks where prices and vendors are mostly pre-established. Incumbents may receive purchase requests from others or initiate orders based on standard stock levels or order issuing criteria. Incumbents use computer terminals or PC's to record data. Incumbents follow established procedures and have readily available supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	17	20	\$17.62	\$17.50	\$15.55	\$16.66	\$19.60	\$15.07	\$20.93

Geographic Area

Portland Metro	6	6	\$19.20	\$19.20	\$17.76	\$19.60	\$20.13	\$16.65	\$21.34
Mid-Willamette	8	11	\$16.19	\$16.36	\$15.07	\$15.65	\$16.51	\$14.93	\$17.77
- Total Willamette	14	17	\$17.48	\$17.36	\$15.59	\$16.56	\$19.60	\$15.06	\$20.34
Surrounding Area	3	3	-	-	-	-	-	-	-

Employment Size

1 - 75	7	8	\$18.60	\$18.82	\$16.67	\$19.60	\$19.97	\$15.67	\$20.93
76-199	3	3	-	-	-	-	-	-	-
200-299	4	4	-	-	-	-	-	-	-
300+	3	5	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	4	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	5	-	-	-	-	-	-	-

Industry

Construction	1	2	-	-	-	-	-	-	-
Durable Goods Manufacturing	7	7	\$17.73	\$17.73	\$15.96	\$17.15	\$19.60	\$15.67	\$19.88
Health Services	2	2	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	17	20	\$17.62	\$17.50	\$15.55	\$16.66	\$19.60	\$15.07	\$20.93
Profit Status									
Profit	16	19	\$17.33	\$17.25	\$15.55	\$16.56	\$19.60	\$15.07	\$20.33
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	14	17	\$17.60	\$17.46	\$15.54	\$16.56	\$19.60	\$15.06	\$21.36
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	10	\$13.59	**	\$13.02	\$13.25	\$14.68	\$11.04	\$15.27
Lowest Pay	4	5	-	**	-	-	-	-	-
Highest Pay	4	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	5	6	\$17.48	\$17.96	\$15.77	\$16.15	\$19.60	\$15.63	\$20.05
Receiving / Variable Amount	5	6	\$0.79	\$0.78	\$0.35	\$0.72	\$0.77	\$0.26	\$1.46
Receiving / % of Base Pay	5	6	4.65%	4.46%	2.17%	3.54%	3.92%	1.60%	9.00%
Receiving / Variable + Base	5	6	\$18.27	\$18.74	\$16.50	\$17.45	\$20.37	\$16.18	\$20.79
Not Receiving / Base Pay	12	14	\$17.68	\$17.31	\$15.43	\$16.90	\$19.77	\$15.06	\$21.64
Combined / Variable + Base	17	20	\$17.86	\$17.74	\$15.96	\$17.15	\$20.30	\$15.07	\$21.36

Oregon Regional Pay Survey

Inventory Control Clerk/Cycle Counter - 4220N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of inventory clerical work. The job typically requires math and problem solving skills equivalent to a high school diploma and no experience, or equivalent. Duties include counting inventory at various locations within the organization and matching results with inventory records. Incumbents may attempt to resolve differences by locating product or isolating errors in records. Incumbents use computer terminals or PC's to record data. Incumbents follow established procedures and have readily available supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	25	51	\$17.53	\$17.16	\$14.76	\$16.42	\$20.25	\$13.42	\$21.25
Geographic Area									
Portland Metro	11	19	\$18.41	\$17.96	\$14.30	\$18.10	\$20.85	\$13.18	\$24.71
Mid-Willamette	8	17	\$16.96	\$17.56	\$14.98	\$16.07	\$18.83	\$14.11	\$20.95
- Total Willamette	19	36	\$17.80	\$17.77	\$14.53	\$16.59	\$20.71	\$13.57	\$22.05
Surrounding Area	6	15	\$16.66	\$15.69	\$15.84	\$16.20	\$17.85	\$14.53	\$19.27
Employment Size									
1 - 75	9	13	\$18.01	\$18.20	\$14.76	\$18.33	\$20.65	\$13.45	\$21.55
76-199	8	17	\$17.86	\$16.71	\$15.74	\$16.05	\$18.63	\$15.03	\$22.33
200-299	6	17	\$17.27	\$17.43	\$14.09	\$17.39	\$20.34	\$13.22	\$21.22
300+	2	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	6	\$19.70	\$19.01	\$16.59	\$18.33	\$20.76	\$15.97	\$24.67
\$17.0 - \$26.9	4	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	5	12	\$17.12	\$17.22	\$14.30	\$15.21	\$18.19	\$13.63	\$22.10
\$200.0 and higher	3	10	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	13	23	\$18.25	\$17.71	\$15.55	\$16.42	\$20.25	\$14.02	\$23.98
Health Services	1	1	-	-	-	-	-	-	-
Information (Communication/Broadcasting)	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	13	\$17.48	\$18.06	\$15.21	\$18.19	\$18.33	\$14.66	\$20.17
Retail Trade	2	10	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	1	6	-	-	-	-	-	-	-
Non-Union	24	45	\$17.59	\$17.32	\$14.65	\$16.50	\$20.35	\$13.38	\$21.29
Profit Status									
Profit	24	50	\$17.57	\$17.17	\$14.65	\$16.27	\$20.35	\$13.38	\$21.29
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	18	39	\$16.72	\$16.53	\$14.41	\$16.05	\$18.30	\$13.54	\$20.49
Heavy Match	7	12	\$19.59	\$19.19	\$16.95	\$20.65	\$21.08	\$14.75	\$23.74
Range of Pay									
Start Pay	12	22	\$14.45	**	\$13.58	\$14.88	\$15.42	\$13.13	\$15.72
Lowest Pay	14	27	\$14.24	**	\$13.00	\$13.79	\$15.28	\$11.95	\$17.24
Highest Pay	14	27	\$19.23	**	\$16.61	\$17.40	\$22.63	\$16.00	\$24.45
Total Compensation									
Receiving / Base Pay	5	7	\$20.19	\$19.36	\$18.33	\$20.76	\$21.39	\$15.24	\$24.92
Receiving / Variable Amount	5	7	\$0.77	\$0.79	\$0.72	\$0.77	\$0.99	\$0.48	\$1.02
Receiving / % of Base Pay	5	7	4.08%	4.47%	3.37%	3.84%	4.21%	2.26%	6.17%
Receiving / Variable + Base	5	7	\$20.95	\$20.15	\$19.10	\$21.07	\$22.11	\$16.14	\$25.83
Not Receiving / Base Pay	21	44	\$17.08	\$16.81	\$14.76	\$16.13	\$20.21	\$13.67	\$21.05
Combined / Variable + Base	25	51	\$17.68	\$17.30	\$14.76	\$16.42	\$20.25	\$13.73	\$21.70

Oregon Regional Pay Survey

Material Records Clerk - 4225N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under close supervision, perform work involving direct entering of figures provided on material record cards. Post, charge and credit correct columns, and trace discrepancies to ensure that figures balance. Check inventory figures shown on work sheet against material record cards. Credit and charge items to material ordered, work in process, finished stock and finished stock available, as required.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	7	\$15.32	\$15.24	\$14.39	\$15.12	\$15.79	\$13.72	\$17.12
Geographic Area									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Area	2	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	3	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	6	7	\$15.32	\$15.24	\$14.39	\$15.12	\$15.79	\$13.72	\$17.12
Profit Status									
Profit	6	7	\$15.32	\$15.24	\$14.39	\$15.12	\$15.79	\$13.72	\$17.12
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	6	\$15.75	\$15.59	\$14.76	\$15.48	\$15.89	\$14.47	\$17.37

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Range of Pay

Start Pay	4	5	-	**	-	-	-	-	-
Lowest Pay	3	3	-	**	-	-	-	-	-
Highest Pay	3	3	-	**	-	-	-	-	-

Total Compensation

Not Receiving / Base Pay	6	7	\$15.32	\$15.24	\$14.39	\$15.12	\$15.79	\$13.72	\$17.12
Combined / Variable + Base	6	7	\$15.32	\$15.24	\$14.39	\$15.12	\$15.79	\$13.72	\$17.12

Oregon Regional Pay Survey

Crane Operator/Overhead - 4835N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate fixed overhead crane to pick up, transport, maneuver and position products, material or equipment on company premises. Excludes Mobile Crane Operators (see Job #4830).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	65	\$18.54	\$20.98	\$16.78	\$18.32	\$18.91	\$16.20	\$21.10
Geographic Area									
Portland Metro	4	11	-	-	-	-	-	-	-
Mid-Willamette	1	38	-	-	-	-	-	-	-
- Total Willamette	5	49	\$18.52	\$21.74	\$16.38	\$17.99	\$19.00	\$16.16	\$21.52
Surrounding Area	1	16	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	6	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
300+	2	54	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	54	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	49	\$18.52	\$21.74	\$16.38	\$17.99	\$19.00	\$16.16	\$21.52
Wholesale Trade	1	16	-	-	-	-	-	-	-
Union Status									
Union	2	39	-	-	-	-	-	-	-
Non-Union	4	26	-	-	-	-	-	-	-
Profit Status									
Profit	6	65	\$18.54	\$20.98	\$16.78	\$18.32	\$18.91	\$16.20	\$21.10
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	64	\$18.45	\$21.02	\$16.38	\$17.99	\$18.66	\$16.16	\$21.38

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	4	26	-	**	-	-	-	-	-
Lowest Pay	3	24	-	**	-	-	-	-	-
Highest Pay	3	24	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	40	-	-	-	-	-	-	-
Receiving / Variable Amount	2	40	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	40	-	-	-	-	-	-	-
Receiving / Variable + Base	2	40	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	25	\$17.61	\$18.01	\$16.38	\$17.99	\$18.66	\$16.16	\$18.86
Combined / Variable + Base	6	65	\$22.19	\$32.85	\$17.95	\$18.33	\$18.91	\$17.16	\$31.10

Oregon Regional Pay Survey

Forklift Driver - 4840N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General warehouse labor job. The job typically requires the ability to follow basic written and verbal instructions, such as bills of materials and shipping documents, or equivalent. With readily available supervision, workers operate a gas or electric powered forklift truck to move, stack, load, or unload materials in and about plant, warehouse, staging area, etc. Work may include using banding and shrink wrap machines. Workers may use bar code readers, computer terminals or other electronic devices to track product as it is moved.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	30	263	\$14.94	\$14.68	\$12.98	\$14.55	\$16.41	\$11.25	\$19.52
Geographic Area									
Portland Metro	13	66	\$14.96	\$15.31	\$12.99	\$14.16	\$16.54	\$11.56	\$18.73
Mid-Willamette	6	45	\$15.46	\$14.25	\$14.39	\$15.08	\$15.58	\$13.40	\$17.89
- Total Willamette	19	111	\$15.12	\$14.88	\$13.23	\$14.90	\$16.28	\$12.17	\$19.11
Surrounding Area	11	152	\$14.63	\$14.54	\$12.12	\$14.14	\$16.86	\$10.97	\$19.49
Employment Size									
1 - 75	10	51	\$14.81	\$14.85	\$13.06	\$15.01	\$15.81	\$11.25	\$18.35
76-199	9	87	\$15.32	\$15.06	\$12.38	\$14.97	\$17.95	\$11.27	\$20.05
200-299	9	102	\$14.11	\$13.85	\$13.47	\$14.14	\$14.20	\$12.12	\$16.34
300+	2	23	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	23	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	42	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	5	37	\$13.86	\$13.75	\$12.38	\$12.99	\$15.76	\$11.10	\$17.07
\$27.0 - \$54.9	7	87	\$13.94	\$13.53	\$12.78	\$13.47	\$14.15	\$12.09	\$16.04
\$55.0 - \$99.9	5	34	\$17.15	\$17.56	\$15.71	\$16.02	\$19.49	\$14.43	\$20.37
\$100.0 - \$199.9	1	11	-	-	-	-	-	-	-
\$200.0 and higher	1	22	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	45	\$15.27	\$14.92	\$13.55	\$14.94	\$16.50	\$13.04	\$18.14
Natural Resources / Mining	1	11	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	9	110	\$15.87	\$15.38	\$14.14	\$15.19	\$18.87	\$12.34	\$20.05
Retail Trade	2	32	-	-	-	-	-	-	-
Services, not elsewhere classified	2	19	-	-	-	-	-	-	-
Transportation / Warehousing	1	37	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	3	9	-	-	-	-	-	-	-
Union Status									
Union	5	100	\$15.28	\$14.80	\$12.97	\$14.14	\$15.76	\$12.74	\$18.87
Non-Union	25	163	\$14.87	\$14.61	\$12.99	\$14.90	\$16.54	\$11.19	\$19.24
Profit Status									
Profit	29	255	\$15.10	\$14.82	\$12.99	\$14.90	\$16.54	\$11.33	\$19.56
Non-Profit	1	8	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	25	255	\$14.51	\$14.60	\$12.59	\$14.16	\$15.76	\$11.19	\$18.87
Heavy Match	4	7	-	-	-	-	-	-	-
Range of Pay									
Start Pay	22	194	\$12.06	**	\$10.80	\$12.07	\$12.55	\$9.76	\$13.97
Lowest Pay	19	166	\$12.64	**	\$11.00	\$11.82	\$13.75	\$10.00	\$16.34
Highest Pay	19	166	\$16.08	**	\$15.16	\$16.00	\$17.50	\$12.00	\$18.87
Total Compensation									
Receiving / Base Pay	7	66	\$15.09	\$14.73	\$13.41	\$14.20	\$16.64	\$12.45	\$18.92
Receiving / Variable Amount	7	66	\$0.41	\$0.75	\$0.16	\$0.26	\$0.72	\$0.09	\$0.77
Receiving / % of Base Pay	7	66	2.81%	5.10%	1.01%	1.29%	5.19%	0.72%	5.39%
Receiving / Variable + Base	7	66	\$15.50	\$15.48	\$13.83	\$14.92	\$17.15	\$12.55	\$19.15
Not Receiving / Base Pay	25	197	\$14.81	\$14.66	\$12.97	\$14.20	\$16.02	\$11.23	\$19.24
Combined / Variable + Base	30	263	\$15.04	\$14.89	\$12.98	\$14.91	\$16.41	\$11.29	\$19.52

Oregon Regional Pay Survey

Forklift Truck Operator - 4845N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate large forklift (usually diesel powered) to load, unload or position large items or stacks of items such as bare steel pipe or lumber usually outside. Keeps designated areas supplied with material in an orderly fashion. Places, stacks, and/or transports material safely in designated areas.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	27	\$16.70	\$17.50	\$14.71	\$16.97	\$19.22	\$12.74	\$20.37

Geographic Area

Portland Metro	2	6	-	-	-	-	-	-	-
Mid-Willamette	3	20	-	-	-	-	-	-	-
- Total Willamette	5	26	\$16.35	\$17.46	\$14.44	\$15.51	\$19.49	\$12.41	\$20.55
Surrounding Area	1	1	-	-	-	-	-	-	-

Employment Size

1 - 75	5	14	\$15.78	\$14.02	\$14.44	\$15.51	\$18.43	\$12.41	\$19.07
300+	1	13	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	7	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	13	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	4	20	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Other (please specify)	1	6	-	-	-	-	-	-	-

Union Status

Union	1	13	-	-	-	-	-	-	-
Non-Union	5	14	\$15.78	\$14.02	\$14.44	\$15.51	\$18.43	\$12.41	\$19.07

Profit Status

Profit	5	26	\$17.15	\$17.62	\$15.51	\$18.43	\$19.49	\$12.83	\$20.55
Non-Profit	1	1	-	-	-	-	-	-	-

Match Degree

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	4	25	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	13	-	**	-	-	-	-	-
Lowest Pay	2	11	-	**	-	-	-	-	-
Highest Pay	2	11	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	14	-	-	-	-	-	-	-
Receiving / Variable Amount	2	14	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	14	-	-	-	-	-	-	-
Receiving / Variable + Base	2	14	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	13	-	-	-	-	-	-	-
Combined / Variable + Base	6	27	\$20.23	\$27.17	\$14.71	\$16.97	\$20.13	\$12.75	\$30.97

Oregon Regional Pay Survey

Boxer/Crater - 4850N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Pack products for shipment in boxes or crates as specified. Secure covers with nails, wire or bands. May cover products with packing material, and secure contents to bottom of box or crate to prevent shifting or breakage. (Also see Packer #4860).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	28	\$13.33	\$13.33	\$11.66	\$13.57	\$14.09	\$11.49	\$15.03
Geographic Area									
Portland Metro	7	20	\$13.10	\$12.89	\$11.59	\$12.53	\$13.83	\$11.45	\$15.26
- Total Willamette	7	20	\$13.10	\$12.89	\$11.59	\$12.53	\$13.83	\$11.45	\$15.26
Surrounding Area	2	8	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	15	\$13.29	\$13.77	\$12.79	\$13.63	\$13.99	\$11.94	\$14.31
76-199	1	3	-	-	-	-	-	-	-
200-299	2	10	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	10	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	10	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	8	25	\$13.54	\$13.53	\$12.28	\$13.63	\$14.20	\$11.47	\$15.27
Wholesale Trade	1	3	-	-	-	-	-	-	-
Union Status									
Non-Union	9	28	\$13.33	\$13.33	\$11.66	\$13.57	\$14.09	\$11.49	\$15.03
Profit Status									
Profit	9	28	\$13.33	\$13.33	\$11.66	\$13.57	\$14.09	\$11.49	\$15.03
Match Degree									
Good Match	6	19	\$13.33	\$12.95	\$11.88	\$13.05	\$13.66	\$11.59	\$15.35
Heavy Match	3	9	-	-	-	-	-	-	-
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	6	21	\$11.76	**	\$11.20	\$11.62	\$12.18	\$10.95	\$12.72
Lowest Pay	4	19	-	**	-	-	-	-	-
Highest Pay	4	19	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	7	-	-	-	-	-	-	-
Receiving / Variable Amount	1	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	7	-	-	-	-	-	-	-
Receiving / Variable + Base	1	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	21	\$13.18	\$12.93	\$11.63	\$13.05	\$13.79	\$11.47	\$14.97
Combined / Variable + Base	9	28	\$13.39	\$13.47	\$11.66	\$13.57	\$14.09	\$11.49	\$15.48

Oregon Regional Pay Survey

Order Filler - General - 4855N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Fill orders from warehouse stock, shelves, or bins; group orders, carry or transport them on a conveyance to shipping or delivery platforms, other sections of warehouse or storage area when necessary. Work and fill from a written order. Excludes those who write up orders received by telephone or mail.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	203	\$14.50	\$13.20	\$13.18	\$14.24	\$15.80	\$11.58	\$16.80

Geographic Area

Portland Metro	8	38	\$15.27	\$16.32	\$13.79	\$15.00	\$16.57	\$12.96	\$18.06
Mid-Willamette	3	8	-	-	-	-	-	-	-
- Total Willamette	11	46	\$14.86	\$15.53	\$13.78	\$15.05	\$16.20	\$11.10	\$17.25
Surrounding Area	5	157	\$13.69	\$12.51	\$13.01	\$13.23	\$14.53	\$12.43	\$15.20

Employment Size

1 - 75	9	37	\$13.52	\$13.26	\$13.23	\$13.80	\$14.53	\$10.99	\$15.18
76-199	3	38	-	-	-	-	-	-	-
200-299	3	123	-	-	-	-	-	-	-
300+	1	5	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	7	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	20	\$14.54	\$14.20	\$13.75	\$13.95	\$14.53	\$13.44	\$16.16
\$17.0 - \$26.9	3	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	50	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	5	-	-	-	-	-	-	-
\$200.0 and higher	1	107	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	4	11	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Health Services	1	5	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	21	-	-	-	-	-	-	-
Retail Trade	2	115	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Wholesale Trade	3	43	-	-	-	-	-	-	-
Other (please specify)	1	6	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	1	15	-	-	-	-	-	-	-
Non-Union	15	188	\$14.13	\$12.66	\$13.12	\$13.95	\$15.68	\$11.48	\$16.22
Profit Status									
Profit	13	196	\$14.10	\$13.10	\$13.01	\$13.80	\$15.05	\$11.29	\$16.28
Non-Profit	3	7	-	-	-	-	-	-	-
Match Degree									
Good Match	10	183	\$14.80	\$13.13	\$13.07	\$14.80	\$16.27	\$11.90	\$17.52
Heavy Match	6	20	\$13.99	\$13.81	\$13.76	\$14.17	\$14.92	\$12.43	\$15.38
Range of Pay									
Start Pay	9	82	\$11.79	**	\$10.04	\$11.21	\$12.13	\$9.13	\$14.39
Lowest Pay	8	169	\$10.82	**	\$9.40	\$10.25	\$11.86	\$9.10	\$12.75
Highest Pay	8	169	\$16.22	**	\$14.45	\$15.57	\$17.13	\$13.18	\$19.90
Total Compensation									
Receiving / Base Pay	5	19	\$14.62	\$14.36	\$13.95	\$14.53	\$15.05	\$13.52	\$15.82
Receiving / Variable Amount	5	19	\$0.73	\$0.98	\$0.37	\$0.48	\$0.56	\$0.26	\$1.47
Receiving / % of Base Pay	5	19	5.14%	6.93%	2.81%	2.94%	3.87%	1.89%	10.44%
Receiving / Variable + Base	5	19	\$15.35	\$15.34	\$15.09	\$15.24	\$16.02	\$14.20	\$16.50
Not Receiving / Base Pay	12	184	\$14.40	\$13.08	\$12.77	\$13.88	\$15.80	\$11.20	\$17.13
Combined / Variable + Base	16	203	\$14.73	\$13.31	\$13.45	\$15.17	\$16.03	\$11.58	\$17.04

Oregon Regional Pay Survey

Packer - 4860N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General warehouse or production labor job. The job typically requires the ability to read production or shipping documents and no previous experience, or equivalent. Primary duty is to place finished products in containers (cases) for shipping or storage. The specific operations are dependent upon the type, size, and number of units to be packed, the type of container employed and the method of shipment. Work may involve one or more of the following: knowledge of various items of stock in order to verify content selection of appropriate type and size of container; using appropriate packing material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. Workers may use bar code readers, computer terminals or other electronic devices to track product. Packers whose primary duty is to make wooden boxes or crates should be reported as Craters rather than Packers.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	17	102	\$13.35	\$13.35	\$11.42	\$13.27	\$14.52	\$11.02	\$16.00
Geographic Area									
Portland Metro	7	42	\$14.07	\$14.42	\$11.49	\$13.46	\$15.69	\$11.02	\$17.63
Mid-Willamette	3	11	-	-	-	-	-	-	-
- Total Willamette	10	53	\$13.60	\$14.02	\$11.55	\$13.00	\$14.73	\$11.05	\$16.59
Surrounding Area	7	49	\$12.99	\$12.62	\$11.86	\$13.27	\$13.93	\$10.85	\$15.04
Employment Size									
1 - 75	10	41	\$12.71	\$12.56	\$11.55	\$12.51	\$13.47	\$11.21	\$14.58
76-199	6	60	\$14.39	\$13.88	\$11.55	\$14.58	\$16.15	\$10.62	\$17.97
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	15	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	28	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	21	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	22	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	32	\$14.22	\$13.08	\$11.67	\$14.52	\$15.48	\$11.28	\$17.37
Natural Resources / Mining	1	14	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	34	\$12.99	\$14.92	\$11.56	\$13.00	\$13.52	\$11.09	\$14.90
Wholesale Trade	3	22	-	-	-	-	-	-	-
Union Status									
Union	3	24	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	14	78	\$12.68	\$12.45	\$11.28	\$12.51	\$13.49	\$10.98	\$14.95
Profit Status									
Profit	17	102	\$13.35	\$13.35	\$11.42	\$13.27	\$14.52	\$11.02	\$16.00
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	11	72	\$12.56	\$13.31	\$11.15	\$12.48	\$13.40	\$10.95	\$15.13
Heavy Match	5	29	\$13.82	\$13.22	\$13.27	\$13.54	\$14.52	\$12.46	\$15.31
Range of Pay									
Start Pay	13	96	\$11.05	**	\$10.24	\$11.08	\$11.21	\$9.56	\$12.20
Lowest Pay	11	93	\$11.36	**	\$10.00	\$10.50	\$12.74	\$9.40	\$14.86
Highest Pay	11	93	\$14.97	**	\$14.19	\$14.80	\$15.66	\$12.92	\$17.25
Total Compensation									
Receiving / Base Pay	6	18	\$12.89	\$12.98	\$11.69	\$12.51	\$14.02	\$11.33	\$14.83
Receiving / Variable Amount	6	18	\$0.32	\$0.38	\$0.21	\$0.30	\$0.45	\$0.14	\$0.52
Receiving / % of Base Pay	6	18	2.48%	2.91%	1.50%	2.62%	3.69%	0.96%	3.86%
Receiving / Variable + Base	6	18	\$13.20	\$13.36	\$11.98	\$12.78	\$14.56	\$11.62	\$15.21
Not Receiving / Base Pay	12	84	\$13.51	\$13.43	\$11.71	\$13.30	\$14.11	\$10.96	\$16.21
Combined / Variable + Base	17	102	\$13.46	\$13.43	\$11.79	\$13.27	\$15.08	\$11.02	\$16.00

Oregon Regional Pay Survey

Receiving Clerk - 4865N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Check, count, weigh a variety of incoming parts, materials and supplies to verify items and quantities shipped, and note damaged or defective items following standard procedures. Prepare receiving reports detailing errors, shortages, damages and defects. Move or expedite material to proper department or place in temporary storage. May operate crane, hoist or power truck in unloading, moving or storing materials as required.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	30	110	\$15.51	\$13.73	\$12.60	\$14.90	\$17.59	\$11.44	\$20.28
Geographic Area									
Portland Metro	19	33	\$15.27	\$15.02	\$13.08	\$15.06	\$16.80	\$11.85	\$19.06
Mid-Willamette	4	24	-	-	-	-	-	-	-
- Total Willamette	23	57	\$15.34	\$14.75	\$12.68	\$14.74	\$16.80	\$11.55	\$19.77
Surrounding Area	7	53	\$16.06	\$12.64	\$12.46	\$15.30	\$19.07	\$11.76	\$20.55
Employment Size									
1 - 75	8	14	\$15.61	\$14.95	\$13.65	\$14.90	\$16.41	\$12.56	\$20.00
76-199	15	28	\$15.67	\$14.51	\$12.68	\$15.74	\$18.10	\$11.60	\$19.64
200-299	4	45	-	-	-	-	-	-	-
300+	3	23	-	-	-	-	-	-	-
400+	1	8	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	9	15	\$15.63	\$14.42	\$12.84	\$15.30	\$17.13	\$12.17	\$19.81
\$27.0 - \$54.9	5	6	\$15.56	\$15.93	\$12.47	\$15.61	\$17.75	\$12.17	\$19.11
\$55.0 - \$99.9	4	25	-	-	-	-	-	-	-
\$200.0 and higher	3	48	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	15	21	\$16.08	\$17.38	\$13.54	\$15.74	\$17.44	\$12.49	\$19.08
Health Services	2	8	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	8	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	6	-	-	-	-	-	-	-
Retail Trade	5	61	\$13.30	\$12.10	\$11.45	\$12.05	\$12.87	\$11.37	\$16.44
Social Services	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	5	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	2	6	-	-	-	-	-	-	-
Non-Union	28	104	\$14.88	\$13.09	\$12.51	\$14.29	\$16.63	\$11.42	\$19.07
Profit Status									
Profit	29	109	\$15.35	\$13.67	\$12.52	\$14.74	\$17.13	\$11.43	\$19.80
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	2	8	-	-	-	-	-	-	-
Good Match	23	96	\$15.41	\$13.64	\$12.86	\$14.74	\$16.80	\$11.99	\$19.82
Heavy Match	5	6	\$17.62	\$18.47	\$15.06	\$18.82	\$19.07	\$13.51	\$21.24
Range of Pay									
Start Pay	19	59	\$12.85	**	\$10.14	\$11.55	\$13.75	\$9.31	\$15.95
Lowest Pay	16	81	\$12.75	**	\$10.12	\$11.48	\$14.25	\$9.75	\$15.82
Highest Pay	16	81	\$17.01	**	\$15.80	\$16.75	\$17.53	\$13.82	\$20.45
Total Compensation									
Receiving / Base Pay	4	10	-	-	-	-	-	-	-
Receiving / Variable Amount	4	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	10	-	-	-	-	-	-	-
Receiving / Variable + Base	4	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	26	100	\$15.31	\$13.57	\$12.56	\$14.45	\$17.43	\$11.40	\$19.54
Combined / Variable + Base	30	110	\$15.60	\$13.77	\$12.85	\$15.02	\$17.69	\$11.44	\$20.28

Oregon Regional Pay Survey

Shipping Clerk - 4870N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assemble orders, check against shipping or customer orders, report shortages and follow up to locate items or incomplete orders. Make out bills of lading, following standard procedures. Plan transfer of products to shipping dock, loading cars and trucks. Specify method of crating, boxing or skidding of large, heavy or bulky products. Route shipments and arrange for carrier pickups. Requires thorough knowledge of freight rates, classifications, interstate commerce laws and regulations for most economical transportation.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	37	99	\$16.08	\$15.58	\$14.25	\$15.66	\$17.21	\$12.85	\$19.84
Geographic Area									
Portland Metro	21	69	\$15.52	\$15.28	\$13.77	\$15.22	\$16.92	\$13.02	\$17.51
Mid-Willamette	8	15	\$17.60	\$16.43	\$14.85	\$17.41	\$18.71	\$14.29	\$21.95
- Total Willamette	29	84	\$16.09	\$15.48	\$14.25	\$15.34	\$17.21	\$13.24	\$20.46
Surrounding Area	8	15	\$16.03	\$16.13	\$14.63	\$16.19	\$17.49	\$12.54	\$19.22
Employment Size									
1 - 75	10	26	\$15.81	\$15.24	\$14.86	\$15.69	\$17.18	\$13.18	\$17.80
76-199	19	58	\$16.06	\$15.58	\$14.36	\$16.06	\$17.02	\$13.24	\$19.32
200-299	6	12	\$15.50	\$15.80	\$13.12	\$14.39	\$16.97	\$12.81	\$19.31
300+	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	9	-	-	-	-	-	-	-
\$12.0 - \$16.9	7	15	\$17.76	\$17.17	\$16.64	\$17.21	\$19.31	\$15.75	\$19.84
\$17.0 - \$26.9	9	26	\$15.36	\$15.10	\$14.25	\$15.66	\$16.32	\$13.70	\$16.95
\$27.0 - \$54.9	5	12	\$14.29	\$15.32	\$13.02	\$13.43	\$15.34	\$12.76	\$16.38
\$55.0 - \$99.9	5	11	\$19.98	\$19.32	\$17.51	\$21.10	\$22.69	\$15.80	\$23.44
\$200.0 and higher	4	16	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	26	76	\$16.22	\$15.56	\$14.58	\$16.06	\$17.40	\$13.23	\$19.69
Health Services	2	9	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	5	8	\$17.34	\$18.34	\$14.66	\$17.21	\$19.53	\$13.42	\$21.43
Retail Trade	1	3	-	-	-	-	-	-	-
Wholesale Trade	2	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Union	1	3	-	-	-	-	-	-	-
Non-Union	36	96	\$15.89	\$15.36	\$14.13	\$15.50	\$17.11	\$12.81	\$19.31
Profit Status									
Profit	37	99	\$16.08	\$15.58	\$14.25	\$15.66	\$17.21	\$12.85	\$19.84
Match Degree									
Light Match	1	3	-	-	-	-	-	-	-
Good Match	28	81	\$15.94	\$15.34	\$14.41	\$15.50	\$16.99	\$12.89	\$19.45
Heavy Match	8	15	\$17.01	\$17.51	\$14.84	\$17.15	\$18.02	\$13.39	\$20.48
Range of Pay									
Start Pay	21	64	\$12.79	**	\$11.22	\$12.05	\$14.06	\$10.46	\$15.17
Lowest Pay	19	71	\$12.73	**	\$11.03	\$12.55	\$13.84	\$10.51	\$16.00
Highest Pay	19	71	\$17.48	**	\$15.86	\$17.47	\$18.67	\$14.95	\$19.86
Total Compensation									
Receiving / Base Pay	8	22	\$16.68	\$15.90	\$15.17	\$16.31	\$18.02	\$14.35	\$19.76
Receiving / Variable Amount	8	22	\$0.85	\$0.68	\$0.65	\$0.79	\$1.01	\$0.38	\$1.46
Receiving / % of Base Pay	8	22	5.15%	4.27%	3.57%	4.10%	6.98%	2.42%	8.89%
Receiving / Variable + Base	8	22	\$17.53	\$16.57	\$15.81	\$17.52	\$18.88	\$14.78	\$20.55
Not Receiving / Base Pay	29	77	\$15.91	\$15.49	\$13.77	\$15.34	\$17.08	\$12.56	\$19.48
Combined / Variable + Base	37	99	\$16.26	\$15.73	\$14.31	\$16.06	\$17.61	\$12.85	\$20.63

Oregon Regional Pay Survey

Shipping and/or Receiving Clerk - 4875N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Warehouse clerical/administrative job. The job typically requires reading, math and communication skills equivalent to a high school education and one or more years of related experience, or equivalent. Primary duties are the following: to ship goods from the establishment; prepare records of goods shipped; make up bills of lading; post weight and shipping charges; keep files of shipping records; receive incoming shipments of merchandise or other materials; verify correctness of shipments against bills of lading, invoices, etc.; keep records of goods received; report damaged goods and shortages; route goods to the proper departments. Workers may use bar code readers, computer terminals or other electronic devices. Work may include material handling.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	50	150	\$16.10	\$15.91	\$13.74	\$15.16	\$17.32	\$12.77	\$20.58
Geographic Area									
Portland Metro	28	72	\$15.72	\$15.91	\$13.59	\$15.16	\$17.39	\$12.51	\$20.27
Mid-Willamette	11	23	\$15.83	\$16.62	\$14.00	\$14.66	\$17.06	\$13.75	\$19.83
- Total Willamette	39	95	\$15.75	\$16.08	\$13.87	\$15.10	\$17.27	\$12.52	\$20.25
Surrounding Area	11	55	\$17.33	\$15.62	\$13.63	\$15.37	\$18.64	\$13.20	\$21.86
Employment Size									
1 - 75	25	41	\$15.58	\$15.91	\$13.63	\$14.66	\$16.94	\$12.91	\$20.58
76-199	12	48	\$17.25	\$16.38	\$13.63	\$15.72	\$18.17	\$12.32	\$21.72
200-299	10	38	\$16.24	\$15.34	\$13.99	\$16.32	\$17.05	\$13.50	\$19.90
300+	2	22	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	7	11	\$14.23	\$14.18	\$13.22	\$13.63	\$14.81	\$13.04	\$16.08
\$3.0 - \$6.9	3	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	5	8	\$13.97	\$14.01	\$13.07	\$13.99	\$14.83	\$12.75	\$15.19
\$12.0 - \$16.9	11	17	\$15.64	\$15.61	\$14.14	\$14.37	\$16.72	\$12.31	\$20.84
\$17.0 - \$26.9	7	17	\$19.60	\$18.20	\$16.31	\$17.38	\$20.79	\$14.39	\$26.11
\$27.0 - \$54.9	5	32	\$16.72	\$16.15	\$15.76	\$15.93	\$16.72	\$15.09	\$19.02
\$55.0 - \$99.9	7	44	\$16.36	\$15.98	\$15.05	\$16.75	\$17.19	\$14.21	\$18.37
\$100.0 - \$199.9	1	2	-	-	-	-	-	-	-
\$200.0 and higher	3	13	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	27	66	\$15.50	\$15.77	\$13.55	\$14.71	\$16.83	\$12.45	\$20.45
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	10	\$17.68	\$17.76	\$15.18	\$17.49	\$19.97	\$14.34	\$21.21
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	2	11	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Services, not elsewhere classified	5	8	\$17.16	\$17.58	\$15.10	\$17.15	\$18.85	\$14.59	\$19.82
Social Services	1	3	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	5	48	\$15.67	\$15.92	\$15.38	\$15.76	\$17.38	\$13.62	\$17.39
Union Status									
Union	2	5	-	-	-	-	-	-	-
Non-Union	48	145	\$15.92	\$15.76	\$13.71	\$14.97	\$17.02	\$12.72	\$20.58
Profit Status									
Profit	45	142	\$15.88	\$15.87	\$13.99	\$15.22	\$17.38	\$12.75	\$20.52
Non-Profit	4	7	-	-	-	-	-	-	-
Match Degree									
Light Match	4	9	-	-	-	-	-	-	-
Good Match	34	116	\$15.60	\$15.70	\$13.81	\$14.97	\$16.92	\$13.11	\$19.98
Heavy Match	12	25	\$18.07	\$17.62	\$14.09	\$16.72	\$20.35	\$12.84	\$21.76
Range of Pay									
Start Pay	28	90	\$12.92	**	\$11.59	\$12.69	\$13.74	\$10.43	\$15.31
Lowest Pay	23	104	\$13.54	**	\$12.10	\$13.51	\$14.86	\$11.15	\$15.95
Highest Pay	23	104	\$18.10	**	\$15.93	\$17.08	\$19.49	\$14.52	\$23.59
Total Compensation									
Receiving / Base Pay	8	20	\$15.23	\$14.78	\$13.17	\$14.52	\$16.29	\$11.98	\$19.65
Receiving / Variable Amount	8	20	\$0.76	\$0.67	\$0.59	\$0.77	\$0.97	\$0.43	\$1.05
Receiving / % of Base Pay	8	20	5.24%	4.77%	4.25%	4.73%	6.93%	2.85%	8.09%
Receiving / Variable + Base	8	20	\$15.98	\$15.45	\$13.84	\$15.13	\$17.25	\$12.85	\$20.11
Not Receiving / Base Pay	42	130	\$16.26	\$16.08	\$13.81	\$15.30	\$17.32	\$13.08	\$20.54
Combined / Variable + Base	50	150	\$16.22	\$16.00	\$13.81	\$15.30	\$17.32	\$13.04	\$20.58

Oregon Regional Pay Survey

Shipping-Receiving Checker - 4880N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Review outgoing orders and shipments to assure appropriate quantity, quality, labeling, etc., compare with order sheet or other records before packing or shipping. Correct shortages or other errors and check incoming merchandise in similar manner when required, notifying receiving clerk of errors in order or shipment.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	21	\$16.25	\$15.79	\$14.86	\$16.67	\$18.38	\$12.38	\$18.82
Geographic Area									
Portland Metro	6	13	\$15.38	\$14.32	\$13.09	\$15.68	\$16.87	\$12.21	\$18.25
Mid-Willamette	2	6	-	-	-	-	-	-	-
- Total Willamette	8	19	\$16.17	\$15.70	\$14.42	\$16.67	\$18.45	\$12.29	\$18.95
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	5	-	-	-	-	-	-	-
76-199	3	3	-	-	-	-	-	-	-
200-299	1	7	-	-	-	-	-	-	-
300+	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	13	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	18	\$16.44	\$15.78	\$14.94	\$16.26	\$18.55	\$13.84	\$19.02
Health Services	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	5	-	-	-	-	-	-	-
Non-Union	9	16	\$15.98	\$14.86	\$14.78	\$16.26	\$18.35	\$12.34	\$18.60
Profit Status									
Profit	10	21	\$16.25	\$15.79	\$14.86	\$16.67	\$18.38	\$12.38	\$18.82

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	6	16	\$16.63	\$15.58	\$15.35	\$17.71	\$18.38	\$13.60	\$18.57
Heavy Match	3	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	9	-	**	-	-	-	-	-
Lowest Pay	2	8	-	**	-	-	-	-	-
Highest Pay	2	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable Amount	1	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	5	-	-	-	-	-	-	-
Receiving / Variable + Base	1	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	16	\$16.25	\$16.84	\$14.86	\$16.67	\$18.38	\$12.38	\$18.82
Combined / Variable + Base	10	21	\$16.31	\$15.97	\$14.86	\$16.67	\$18.38	\$12.86	\$18.82

Oregon Regional Pay Survey

Material Handler - 4900N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General warehouse labor job. The job typically requires the ability to read shipping documents, or equivalent. Working under close supervision, incumbents load and unload trucks and move material within the warehouse or production facility. Work includes pulling orders together and assembling them for shipment to customers or distribution centers. Work may include using banding and shrink wrap machines. Work may include gathering or distributing product or materials within the production area. Some packaging may be required. Incumbents will typically use pallet jacks and may occasionally use a riding forklift. Workers may use bar code readers, computer terminals or other electronic devices to track product. Do not report workers with fork truck driving as a primary focus or workers with greater emphasis on shipping and receiving clerical/administrative activities.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	53	345	\$14.94	\$14.15	\$13.38	\$14.43	\$16.32	\$12.05	\$17.19
Geographic Area									
Portland Metro	31	159	\$15.15	\$15.28	\$13.80	\$15.48	\$16.25	\$13.02	\$17.04
Mid-Willamette	11	34	\$15.71	\$15.39	\$12.92	\$14.05	\$16.43	\$12.07	\$21.45
- Total Willamette	42	193	\$15.30	\$15.30	\$13.65	\$14.71	\$16.35	\$12.44	\$17.21
Surrounding Area	11	152	\$13.59	\$12.70	\$11.40	\$13.38	\$15.96	\$10.24	\$16.86
Employment Size									
1 - 75	21	55	\$15.15	\$15.54	\$13.65	\$14.05	\$16.32	\$12.51	\$17.04
76-199	20	213	\$13.85	\$13.27	\$12.84	\$13.90	\$15.64	\$11.29	\$16.18
200-299	11	76	\$15.95	\$15.53	\$15.13	\$16.36	\$17.05	\$12.05	\$19.89
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	5	82	\$13.28	\$11.34	\$10.75	\$14.23	\$15.60	\$10.39	\$15.63
\$7.0 - \$11.9	6	16	\$14.26	\$13.99	\$12.80	\$13.66	\$15.79	\$12.43	\$16.69
\$12.0 - \$16.9	7	19	\$13.48	\$13.59	\$11.71	\$13.65	\$15.18	\$10.76	\$16.61
\$17.0 - \$26.9	14	87	\$15.46	\$14.91	\$13.33	\$14.41	\$16.52	\$12.57	\$17.36
\$27.0 - \$54.9	9	72	\$15.84	\$15.73	\$14.00	\$15.65	\$16.17	\$13.30	\$19.90
\$55.0 - \$99.9	5	36	\$17.40	\$17.04	\$16.36	\$16.49	\$17.23	\$15.83	\$19.76
\$200.0 and higher	4	27	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	30	103	\$15.72	\$15.84	\$13.81	\$15.62	\$16.46	\$12.31	\$19.89
Natural Resources / Mining	1	56	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	9	31	\$14.77	\$15.25	\$13.50	\$14.05	\$16.49	\$13.01	\$17.15
Retail Trade	5	40	\$12.01	\$11.69	\$10.75	\$12.05	\$13.38	\$10.44	\$13.54
Social Services	1	13	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	7	102	\$14.71	\$15.25	\$13.72	\$14.64	\$15.65	\$13.14	\$16.28
Union Status									
Union	5	46	\$16.93	\$16.33	\$14.23	\$15.65	\$19.92	\$13.72	\$20.84
Non-Union	48	299	\$14.74	\$13.82	\$13.14	\$14.31	\$16.28	\$11.84	\$16.94
Profit Status									
Profit	51	326	\$15.05	\$14.21	\$13.44	\$14.64	\$16.34	\$12.07	\$17.23
Non-Profit	2	19	-	-	-	-	-	-	-
Match Degree									
Light Match	4	69	-	-	-	-	-	-	-
Good Match	41	257	\$14.75	\$14.86	\$13.50	\$14.19	\$15.65	\$12.34	\$17.23
Heavy Match	8	19	\$17.93	\$18.38	\$16.35	\$16.49	\$16.67	\$16.24	\$20.29
Range of Pay									
Start Pay	33	195	\$12.49	**	\$11.43	\$12.22	\$13.27	\$9.82	\$14.04
Lowest Pay	32	245	\$12.97	**	\$11.00	\$12.57	\$13.96	\$9.55	\$15.41
Highest Pay	32	245	\$17.76	**	\$15.98	\$17.13	\$19.58	\$13.75	\$21.82
Total Compensation									
Receiving / Base Pay	16	80	\$15.17	\$15.57	\$13.67	\$15.06	\$16.59	\$12.85	\$17.40
Receiving / Variable Amount	16	80	\$1.95	\$1.04	\$0.46	\$0.80	\$1.02	\$0.27	\$1.39
Receiving / % of Base Pay	16	80	10.52%	6.27%	3.29%	5.38%	6.96%	2.06%	9.72%
Receiving / Variable + Base	16	80	\$17.11	\$16.61	\$14.30	\$15.57	\$17.72	\$13.80	\$18.20
Not Receiving / Base Pay	41	265	\$14.89	\$13.73	\$13.38	\$14.43	\$16.27	\$12.05	\$17.04
Combined / Variable + Base	53	345	\$15.53	\$14.41	\$13.65	\$14.57	\$16.49	\$12.05	\$17.83

Oregon Regional Pay Survey

Stock Clerk (Plant) - 4930N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Count, check, store and issue material received in stock room; sort and distribute in bins, containers or pile in storage areas; assign locations for stock; fill material requisitions promptly and accurately; identify defective material; and report shortages or low stock. Count or direct counting of material to check inventory records. Maintain stock records and post receipts and withdrawals.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	51	\$15.37	\$14.04	\$12.01	\$14.06	\$16.87	\$11.22	\$22.48
Geographic Area									
Portland Metro	3	11	-	-	-	-	-	-	-
Mid-Willamette	3	10	-	-	-	-	-	-	-
- Total Willamette	6	21	\$15.94	\$16.50	\$11.93	\$14.06	\$20.32	\$11.15	\$22.62
Surrounding Area	2	30	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	2	-	-	-	-	-	-	-
76-199	4	11	-	-	-	-	-	-	-
200-299	2	30	-	-	-	-	-	-	-
300+	1	8	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	7	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	9	-	-	-	-	-	-	-
\$200.0 and higher	1	29	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	19	\$16.05	\$16.75	\$11.93	\$14.38	\$20.48	\$11.15	\$22.62
Retail Trade	1	29	-	-	-	-	-	-	-
Wholesale Trade	1	3	-	-	-	-	-	-	-
Union Status									
Union	1	8	-	-	-	-	-	-	-
Non-Union	7	43	\$14.38	\$12.51	\$11.79	\$13.69	\$14.75	\$11.18	\$18.22
Profit Status									
Profit	8	51	\$15.37	\$14.04	\$12.01	\$14.06	\$16.87	\$11.22	\$22.48

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	7	50	\$15.41	\$14.02	\$11.79	\$13.69	\$18.36	\$11.18	\$22.55
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Lowest Pay	2	31	-	**	-	-	-	-	-
Highest Pay	2	31	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	13	-	-	-	-	-	-	-
Receiving / Variable Amount	2	13	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	13	-	-	-	-	-	-	-
Receiving / Variable + Base	2	13	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	38	\$14.38	\$12.72	\$11.79	\$13.69	\$14.75	\$11.18	\$18.22
Combined / Variable + Base	8	51	\$17.97	\$17.28	\$12.11	\$14.06	\$17.04	\$11.64	\$28.76

Oregon Regional Pay Survey

Traffic Dispatcher - 5230N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced traffic dispatcher. The job typically requires 2+ years of related training and experience within the shipping or transportation industry, or equivalent. Duties include assigning shipments to common carriers based on optimum service and price; scheduling of routes for company drivers and arranging back-hauls. Incumbents may maintain records of fleet maintenance and schedule service. Incumbents follow precedent, considering objectives, under limited supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	33	\$22.68	\$20.51	\$17.86	\$21.60	\$29.59	\$16.25	\$30.20
Geographic Area									
Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	3	17	-	-	-	-	-	-	-
- Total Willamette	6	23	\$23.53	\$21.62	\$20.38	\$21.98	\$27.79	\$18.91	\$29.70
Surrounding Area	3	10	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	7	-	-	-	-	-	-	-
76-199	2	2	-	-	-	-	-	-	-
200-299	2	9	-	-	-	-	-	-	-
300+	1	15	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	17	-	-	-	-	-	-	-
Industry									
Construction	1	15	-	-	-	-	-	-	-
Durable Goods Manufacturing	3	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Transportation / Warehousing	2	12	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	9	33	\$22.68	\$20.51	\$17.86	\$21.60	\$29.59	\$16.25	\$30.20

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	8	32	\$23.02	\$20.53	\$17.57	\$21.98	\$29.65	\$16.02	\$30.40
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	5	26	\$23.93	\$20.73	\$19.97	\$21.60	\$29.59	\$18.01	\$30.90
Heavy Match	3	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	24	-	**	-	-	-	-	-
Lowest Pay	3	24	-	**	-	-	-	-	-
Highest Pay	3	24	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	13	-	-	-	-	-	-	-
Receiving / Variable Amount	3	13	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	13	-	-	-	-	-	-	-
Receiving / Variable + Base	3	13	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	20	\$24.22	\$22.52	\$20.79	\$22.37	\$29.70	\$17.75	\$30.60
Combined / Variable + Base	9	33	\$24.35	\$22.68	\$19.97	\$22.56	\$29.81	\$16.44	\$31.68

Oregon Regional Pay Survey

Traffic Clerk - 5240N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Check freight bills with various delivery receipts and bills of lading, including rates, weights and charges. Prepare tracers on shipments and issue shipping instructions and routing to vendors. Assist in selecting best routings and most economical method of shipment. File claims with carriers. Allocate freight charges to proper jobs and accounts.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	6	\$19.42	\$19.42	\$19.40	\$19.86	\$20.91	\$16.27	\$22.14

Geographic Area

Portland Metro	2	2	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	4	4	-	-	-	-	-	-	-
Surrounding Area	2	2	-	-	-	-	-	-	-

Employment Size

1 - 75	2	2	-	-	-	-	-	-	-
76-199	2	2	-	-	-	-	-	-	-
200-299	2	2	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	2	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Other (please specify)	1	1	-	-	-	-	-	-	-

Union Status

Non-Union	6	6	\$19.42	\$19.42	\$19.40	\$19.86	\$20.91	\$16.27	\$22.14
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Profit Status

Profit	6	6	\$19.42	\$19.42	\$19.40	\$19.86	\$20.91	\$16.27	\$22.14
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Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	5	5	\$19.26	\$19.26	\$19.37	\$19.48	\$21.14	\$15.64	\$22.33
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	2	-	**	-	-	-	-	-
Lowest Pay	2	2	-	**	-	-	-	-	-
Highest Pay	2	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Combined / Variable + Base	6	6	\$19.47	\$19.47	\$19.46	\$19.98	\$20.92	\$16.27	\$22.16

Oregon Regional Pay Survey

Driver III (Local) - 5325N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Drives a tractor with one or more trailers (18-wheel) on public streets or highways to transport materials or equipment within a city or state (local). The job typically requires a valid class A commercial driver's license (CDL). Drivers may or may not participate in loading, but are responsible for securing the load using approved devices and methods. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	22	348	\$17.76	\$21.38	\$16.44	\$17.76	\$19.18	\$15.20	\$20.88
Geographic Area									
Portland Metro	10	74	\$17.33	\$18.44	\$17.12	\$17.59	\$18.41	\$13.65	\$21.08
Mid-Willamette	6	36	\$17.86	\$18.44	\$16.44	\$17.97	\$19.18	\$16.25	\$19.36
- Total Willamette	16	110	\$17.53	\$18.44	\$16.71	\$17.59	\$19.13	\$15.12	\$20.26
Surrounding Area	6	238	\$18.38	\$22.74	\$16.00	\$18.24	\$19.49	\$15.27	\$21.63
Employment Size									
1 - 75	8	42	\$16.04	\$16.95	\$15.66	\$17.08	\$17.58	\$12.88	\$17.88
76-199	4	30	-	-	-	-	-	-	-
200-299	7	245	\$18.80	\$22.70	\$17.12	\$18.42	\$20.06	\$15.93	\$21.98
300+	3	31	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	13	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	19	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	8	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	241	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	7	55	\$18.76	\$19.46	\$17.74	\$19.20	\$19.66	\$16.75	\$20.28
\$200.0 and higher	1	4	-	-	-	-	-	-	-
Industry									
Construction	1	6	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	3	-	-	-	-	-	-	-
Education Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	17	-	-	-	-	-	-	-
Retail Trade	2	23	-	-	-	-	-	-	-
Services, not elsewhere classified	4	45	-	-	-	-	-	-	-
Social Services	1	6	-	-	-	-	-	-	-
Transportation / Warehousing	1	208	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Wholesale Trade	4	34	-	-	-	-	-	-	-
Other (please specify)	1	3	-	-	-	-	-	-	-
Union Status									
Union	1	2	-	-	-	-	-	-	-
Non-Union	21	346	\$17.75	\$21.40	\$16.31	\$17.59	\$19.20	\$15.18	\$21.00
Profit Status									
Profit	19	333	\$17.73	\$21.54	\$16.68	\$17.92	\$19.16	\$14.95	\$20.04
Non-Profit	3	15	-	-	-	-	-	-	-
Match Degree									
Good Match	18	328	\$17.99	\$21.62	\$16.89	\$17.76	\$19.41	\$15.95	\$21.23
Heavy Match	4	20	-	-	-	-	-	-	-
Range of Pay									
Start Pay	20	134	\$14.55	**	\$13.29	\$14.92	\$16.14	\$12.23	\$16.42
Lowest Pay	17	121	\$14.94	**	\$13.00	\$15.85	\$16.25	\$12.00	\$17.25
Highest Pay	17	121	\$18.80	**	\$17.00	\$19.35	\$20.28	\$16.15	\$22.34
Total Compensation									
Receiving / Base Pay	9	277	\$19.04	\$22.25	\$17.59	\$18.42	\$19.11	\$17.53	\$21.49
Receiving / Variable Amount	9	277	\$0.58	\$0.29	\$0.38	\$0.38	\$0.72	\$0.34	\$0.88
Receiving / % of Base Pay	9	277	3.13%	1.38%	2.09%	2.19%	3.77%	1.76%	4.87%
Receiving / Variable + Base	9	277	\$19.62	\$22.55	\$18.75	\$18.91	\$19.83	\$17.97	\$21.92
Not Receiving / Base Pay	15	71	\$17.26	\$18.00	\$15.78	\$17.05	\$19.36	\$14.50	\$20.52
Combined / Variable + Base	22	348	\$18.00	\$21.62	\$16.44	\$18.36	\$19.43	\$15.20	\$21.32

Oregon Regional Pay Survey

Driver II - 5330N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Drives a motor truck over 26,000 pounds gross vehicle weight (GVW), or a bus, school bus or a smaller vehicle (if transporting hazardous materials or more than 200 gallons of liquid fertilizer or petroleum) on streets or highways to transport materials, merchandise, equipment, or people. The Job typically requires a valid commercial driver's license (CDL). May load or unload truck and is frequently assisted by a helper. Does not include driver-salespersons or over-the-road drivers. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	14	149	\$16.97	\$20.91	\$14.71	\$16.59	\$19.36	\$12.87	\$22.19
Geographic Area									
Portland Metro	5	15	\$17.72	\$17.44	\$15.36	\$17.52	\$19.96	\$13.97	\$21.60
Mid-Willamette	3	101	-	-	-	-	-	-	-
- Total Willamette	8	116	\$17.58	\$21.41	\$14.78	\$17.53	\$20.59	\$12.73	\$22.56
Surrounding Area	6	33	\$16.15	\$19.18	\$14.71	\$15.67	\$16.62	\$13.75	\$19.05
Employment Size									
1 - 75	7	34	\$17.59	\$19.38	\$14.80	\$16.64	\$20.71	\$12.94	\$21.96
76-199	6	109	\$16.14	\$21.58	\$14.71	\$15.07	\$16.98	\$13.35	\$20.01
300+	1	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	28	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	93	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
\$200.0 and higher	3	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	6	\$17.12	\$16.83	\$14.78	\$15.36	\$19.96	\$13.59	\$21.60
Health Services	1	2	-	-	-	-	-	-	-
Retail Trade	2	7	-	-	-	-	-	-	-
Services, not elsewhere classified	1	8	-	-	-	-	-	-	-
Social Services	1	10	-	-	-	-	-	-	-
Transportation / Warehousing	1	93	-	-	-	-	-	-	-
Utilities	2	20	-	-	-	-	-	-	-
Wholesale Trade	1	3	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Union Status									
Union	1	93	-	-	-	-	-	-	-
Non-Union	13	56	\$16.54	\$18.28	\$14.69	\$16.55	\$17.54	\$12.85	\$21.16
Profit Status									
Profit	12	137	\$17.34	\$21.29	\$14.76	\$16.59	\$20.34	\$13.21	\$22.40
Non-Profit	2	12	-	-	-	-	-	-	-
Match Degree									
Light Match	2	2	-	-	-	-	-	-	-
Good Match	10	51	\$17.08	\$18.55	\$14.93	\$17.08	\$19.36	\$12.72	\$21.58
Heavy Match	2	96	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	114	\$13.95	**	\$12.07	\$13.34	\$14.89	\$11.64	\$16.87
Lowest Pay	6	122	\$14.87	**	\$12.75	\$15.18	\$15.96	\$12.00	\$17.43
Highest Pay	6	122	\$18.41	**	\$18.13	\$18.89	\$19.62	\$15.25	\$21.09
Total Compensation									
Receiving / Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable Amount	3	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	10	-	-	-	-	-	-	-
Receiving / Variable + Base	3	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	139	\$17.32	\$21.25	\$14.76	\$17.04	\$20.34	\$12.99	\$22.40
Combined / Variable + Base	14	149	\$17.07	\$20.98	\$14.71	\$17.14	\$19.39	\$12.91	\$22.19

Oregon Regional Pay Survey

Driver I - 5335N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Drives a motor vehicle (automobile, utility van, pickup, light truck, etc.) up to 26,000 pounds gross vehicle weight (GVW) on the public highways to transport non-hazardous materials or equipment. The job typically requires a valid driver's license, but not a commercial driver's license (CDL). Typically loads or unloads the vehicle. Convert pay into an average hourly rate if pay is based on mileage or has a mileage component. Does not include bus drivers.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	21	57	\$14.98	\$15.11	\$13.24	\$15.13	\$16.05	\$12.42	\$18.84
Geographic Area									
Portland Metro	19	55	\$14.88	\$15.07	\$13.27	\$15.13	\$15.86	\$12.38	\$16.91
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	20	56	\$15.07	\$15.14	\$13.29	\$15.25	\$16.08	\$12.40	\$18.92
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	10	21	\$16.00	\$15.97	\$13.37	\$15.72	\$18.17	\$13.16	\$19.76
76-199	7	19	\$14.05	\$14.16	\$13.56	\$13.84	\$15.25	\$12.46	\$15.48
200-299	4	17	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	3	10	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	8	-	-	-	-	-	-	-
\$17.0 - \$26.9	7	18	\$14.66	\$14.68	\$13.57	\$15.13	\$15.52	\$13.28	\$15.82
\$27.0 - \$54.9	3	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	5	\$15.91	\$15.91	\$13.24	\$13.76	\$19.66	\$12.63	\$20.27
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	9	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	3	18	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Wholesale Trade	6	20	\$15.00	\$15.47	\$14.16	\$15.25	\$15.59	\$13.83	\$15.92
Union Status									
Non-Union	21	57	\$14.98	\$15.11	\$13.24	\$15.13	\$16.05	\$12.42	\$18.84

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Profit Status									
Profit	20	55	\$15.11	\$15.20	\$13.29	\$15.25	\$16.08	\$13.03	\$18.92
Non-Profit	1	2	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	17	46	\$15.07	\$14.99	\$13.24	\$15.13	\$16.05	\$12.34	\$19.17
Heavy Match	3	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	11	27	\$12.37	**	\$11.79	\$12.28	\$12.89	\$11.21	\$13.82
Lowest Pay	11	41	\$12.93	**	\$12.35	\$12.85	\$13.88	\$12.00	\$14.29
Highest Pay	11	41	\$16.29	**	\$14.49	\$16.25	\$17.72	\$13.30	\$18.30
Total Compensation									
Receiving / Base Pay	5	13	\$14.34	\$14.67	\$13.76	\$13.84	\$15.13	\$13.48	\$15.45
Receiving / Variable Amount	5	13	\$0.29	\$0.21	\$0.12	\$0.12	\$0.29	\$0.12	\$0.60
Receiving / % of Base Pay	5	13	2.10%	1.50%	0.79%	0.87%	2.17%	0.78%	4.40%
Receiving / Variable + Base	5	13	\$14.63	\$14.88	\$13.96	\$14.57	\$15.25	\$13.74	\$15.57
Not Receiving / Base Pay	17	44	\$15.07	\$15.24	\$13.16	\$15.36	\$16.16	\$12.34	\$19.17
Combined / Variable + Base	21	57	\$15.05	\$15.17	\$13.24	\$15.25	\$16.05	\$12.42	\$18.84

Oregon Regional Pay Survey

Truck Driver - Heavy (Short Haul) - 5345N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Drive truck with capacity of more than 13 tons to transport materials to and from destinations within a 250 mile radius. Maintain truck log according to regulations. May prepare receipts for loads picked up, collect payment or prepare statement of charges for goods delivered. May operate auxiliary equipment mounted on truck such as winch, hoist, etc., and load or unload truck, change tires, and make minor repairs as required. Typically requires previous driving experience and a commercial driver's license.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	190	\$18.50	\$19.65	\$17.35	\$17.80	\$19.85	\$16.09	\$21.44

Geographic Area

Portland Metro	3	8	-	-	-	-	-	-	-
Mid-Willamette	2	111	-	-	-	-	-	-	-
- Total Willamette	5	119	\$19.16	\$20.00	\$17.40	\$18.08	\$20.16	\$17.36	\$21.76
Surrounding Area	5	71	\$17.85	\$19.07	\$16.18	\$17.52	\$18.93	\$15.66	\$20.34

Employment Size

1 - 75	4	13	-	-	-	-	-	-	-
76-199	3	65	-	-	-	-	-	-	-
200-299	2	4	-	-	-	-	-	-	-
300+	1	108	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	68	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	108	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-

Industry

Construction	1	108	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	3	-	-	-	-	-	-	-
Retail Trade	2	7	-	-	-	-	-	-	-
Social Services	1	5	-	-	-	-	-	-	-
Utilities	1	2	-	-	-	-	-	-	-
Wholesale Trade	2	59	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union	3	34	-	-	-	-	-	-	-
Non-Union	7	156	\$19.13	\$20.17	\$17.71	\$18.93	\$20.72	\$16.53	\$21.90
Profit Status									
Profit	9	185	\$18.86	\$19.77	\$17.40	\$18.08	\$20.16	\$17.10	\$21.59
Non-Profit	1	5	-	-	-	-	-	-	-
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	8	187	\$17.91	\$19.62	\$17.04	\$17.46	\$18.60	\$15.92	\$20.50
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	156	\$15.14	**	\$13.71	\$14.75	\$16.87	\$12.63	\$18.02
Lowest Pay	5	154	\$16.43	**	\$15.00	\$16.07	\$18.27	\$13.01	\$20.00
Highest Pay	5	154	\$20.60	**	\$18.00	\$20.59	\$24.35	\$16.58	\$24.40
Total Compensation									
Receiving / Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable Amount	1	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	2	-	-	-	-	-	-	-
Receiving / Variable + Base	1	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	188	\$18.02	\$19.62	\$17.33	\$17.52	\$18.93	\$16.01	\$20.38
Combined / Variable + Base	10	190	\$18.53	\$19.66	\$17.35	\$17.80	\$19.85	\$16.09	\$21.47

Oregon Regional Pay Survey

Collection Driver - General - 5415N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate packer-type truck, dump truck, or truck equipped with hydraulic lifting device on designated route to collect garbage and trash and transport load to disposal area. May keep route record book or log. Typically requires previous driving experience and a commercial driver's license.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	90	\$20.65	\$20.67	\$20.86	\$21.16	\$21.34	\$19.26	\$21.53
Geographic Area									
Portland Metro	1	11	-	-	-	-	-	-	-
Mid-Willamette	3	25	-	-	-	-	-	-	-
- Total Willamette	4	36	-	-	-	-	-	-	-
Surrounding Area	2	54	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	90	\$20.65	\$20.67	\$20.86	\$21.16	\$21.34	\$19.26	\$21.53
Revenue In Millions									
\$0 - \$2.9	4	68	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	11	-	-	-	-	-	-	-
\$200.0 and higher	1	11	-	-	-	-	-	-	-
Industry									
Utilities	6	90	\$20.65	\$20.67	\$20.86	\$21.16	\$21.34	\$19.26	\$21.53
Union Status									
Non-Union	6	90	\$20.65	\$20.67	\$20.86	\$21.16	\$21.34	\$19.26	\$21.53
Profit Status									
Profit	6	90	\$20.65	\$20.67	\$20.86	\$21.16	\$21.34	\$19.26	\$21.53
Match Degree									
Light Match	1	6	-	-	-	-	-	-	-
Good Match	4	73	-	-	-	-	-	-	-
Heavy Match	1	11	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	46	\$16.71	**	\$16.06	\$16.15	\$17.35	\$15.02	\$18.73
Lowest Pay	4	40	-	**	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Highest Pay	4	40	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	16	-	-	-	-	-	-	-
Receiving / Variable Amount	2	16	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	16	-	-	-	-	-	-	-
Receiving / Variable + Base	2	16	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	74	\$20.52	\$20.52	\$20.80	\$21.04	\$21.37	\$18.95	\$21.56
Combined / Variable + Base	6	90	\$20.72	\$20.71	\$20.86	\$21.29	\$21.55	\$19.26	\$21.62

Oregon Regional Pay Survey

Collection Driver - Recycle - 5420N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate recycle truck on designated route to collect recyclable materials such as paper, glass, etc., and deliver to recycling site or area. May keep route record book or log. Typically requires previous driving experience and a commercial driver's license.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	20	\$19.69	\$19.89	\$17.40	\$21.24	\$21.45	\$16.96	\$21.59
Geographic Area									
Portland Metro	1	8	-	-	-	-	-	-	-
Mid-Willamette	3	7	-	-	-	-	-	-	-
- Total Willamette	4	15	-	-	-	-	-	-	-
Surrounding Area	1	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	20	\$19.69	\$19.89	\$17.40	\$21.24	\$21.45	\$16.96	\$21.59
Revenue In Millions									
\$0 - \$2.9	3	10	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$200.0 and higher	1	8	-	-	-	-	-	-	-
Industry									
Utilities	5	20	\$19.69	\$19.89	\$17.40	\$21.24	\$21.45	\$16.96	\$21.59
Union Status									
Non-Union	5	20	\$19.69	\$19.89	\$17.40	\$21.24	\$21.45	\$16.96	\$21.59
Profit Status									
Profit	5	20	\$19.69	\$19.89	\$17.40	\$21.24	\$21.45	\$16.96	\$21.59
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	19	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	19	-	**	-	-	-	-	-
Lowest Pay	5	20	\$16.78	**	\$15.50	\$16.55	\$17.50	\$15.26	\$18.55
Highest Pay	5	20	\$20.20	**	\$18.50	\$20.85	\$22.03	\$17.36	\$22.61

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Total Compensation

Receiving / Base Pay	2	9	-	-	-	-	-	-	-
Receiving / Variable Amount	2	9	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	9	-	-	-	-	-	-	-
Receiving / Variable + Base	2	9	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	11	-	-	-	-	-	-	-
Combined / Variable + Base	5	20	\$19.77	\$19.95	\$17.40	\$21.53	\$21.57	\$16.96	\$21.64

Oregon Regional Pay Survey

Production Planner/Scheduler II - 5550N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of production scheduling with responsibility for the technical aspects of scheduling materials, manpower and machines for a production operation. The job typically requires an associate's or bachelor's degree and 3+ years of experience, or equivalent. Duties include preparation of daily and weekly schedules for assigned product lines or departments and for coordination with the overall master schedule. Communicate regularly with purchasing and production staff to adjust schedules to accommodate changes in machine or material availability or staffing. Works under limited supervision and has significant responsibility for efficiency of operations. May provide training and direction to less experienced staff.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	26	36	\$26.13	\$26.78	\$21.82	\$25.61	\$27.93	\$18.21	\$35.19
Geographic Area									
Portland Metro	15	21	\$26.51	\$26.16	\$24.88	\$25.70	\$27.22	\$22.33	\$32.57
Mid-Willamette	8	10	\$25.12	\$27.88	\$18.64	\$22.56	\$32.55	\$16.87	\$34.93
- Total Willamette	23	31	\$26.02	\$26.71	\$22.56	\$25.51	\$27.67	\$18.05	\$35.10
Surrounding Area	3	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	9	9	\$23.64	\$23.64	\$18.91	\$25.36	\$26.44	\$17.79	\$28.28
76-199	7	10	\$26.41	\$25.48	\$22.70	\$24.52	\$30.02	\$19.13	\$36.25
200-299	9	14	\$26.99	\$27.12	\$25.51	\$27.25	\$28.08	\$22.78	\$32.51
300+	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	6	9	\$25.83	\$26.05	\$24.70	\$25.84	\$27.23	\$20.51	\$31.15
\$27.0 - \$54.9	6	10	\$27.11	\$26.53	\$25.40	\$26.38	\$27.87	\$23.13	\$31.83
\$55.0 - \$99.9	4	6	-	-	-	-	-	-	-
\$200.0 and higher	3	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	20	30	\$26.43	\$27.11	\$23.29	\$25.61	\$27.64	\$18.51	\$35.85
Education Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	26	36	\$26.13	\$26.78	\$21.82	\$25.61	\$27.93	\$18.21	\$35.19
Profit Status									
Profit	25	35	\$26.42	\$27.00	\$24.02	\$25.70	\$28.08	\$18.13	\$35.27
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	15	22	\$28.17	\$28.69	\$24.94	\$27.19	\$32.77	\$22.45	\$35.27
Heavy Match	9	11	\$23.36	\$24.11	\$18.58	\$24.02	\$26.46	\$16.12	\$29.67
Range of Pay									
Start Pay	13	15	\$20.57	**	\$18.15	\$19.59	\$23.76	\$15.42	\$24.40
Lowest Pay	9	12	\$20.10	**	\$17.81	\$19.67	\$21.48	\$14.98	\$23.50
Highest Pay	9	12	\$28.05	**	\$26.44	\$28.15	\$28.85	\$19.37	\$32.76
Total Compensation									
Receiving / Base Pay	7	8	\$22.85	\$23.06	\$17.54	\$24.52	\$26.28	\$15.74	\$29.60
Receiving / Variable Amount	7	8	\$1.31	\$1.35	\$0.60	\$1.59	\$1.78	\$0.44	\$2.08
Receiving / % of Base Pay	7	8	5.54%	5.65%	2.97%	6.47%	7.16%	2.49%	8.39%
Receiving / Variable + Base	7	8	\$24.17	\$24.41	\$18.63	\$26.11	\$27.51	\$16.16	\$31.02
Not Receiving / Base Pay	19	28	\$27.34	\$27.84	\$24.26	\$26.44	\$30.20	\$20.49	\$36.14
Combined / Variable + Base	26	36	\$26.49	\$27.08	\$21.82	\$26.27	\$28.04	\$18.37	\$35.63

Oregon Regional Pay Survey

Production Planner/Scheduler I - 5555N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of three levels of production scheduling work; at this level incumbents are non-exempt. The job typically requires high school graduate level math and problem solving skills and 2+ years of related training and experience. In small companies the individual may be the sole individual performing scheduling duties. In medium and larger companies, the incumbent may work on a segment of the scheduling function, with responsibility for assigned department(s) or product lines. Incumbents communicate frequently with line management and customer service staff regarding the status of orders or projects.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	15	\$18.58	\$18.21	\$16.06	\$17.60	\$20.55	\$15.02	\$22.45
Geographic Area									
Portland Metro	5	7	\$18.09	\$17.58	\$16.89	\$17.60	\$18.47	\$15.77	\$20.86
Mid-Willamette	4	6	-	-	-	-	-	-	-
- Total Willamette	9	13	\$18.58	\$18.15	\$16.89	\$17.60	\$19.17	\$14.30	\$23.81
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	10	\$15.94	\$16.12	\$15.12	\$16.89	\$17.28	\$13.58	\$17.95
76-199	2	3	-	-	-	-	-	-	-
200-299	2	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	6	\$16.24	\$16.73	\$15.22	\$16.89	\$18.47	\$12.95	\$18.89
\$17.0 - \$26.9	3	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	7	\$18.52	\$18.48	\$17.60	\$19.17	\$21.93	\$13.90	\$22.24
Non-Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Other (please specify)	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	11	15	\$18.58	\$18.21	\$16.06	\$17.60	\$20.55	\$15.02	\$22.45
Profit Status									
Profit	11	15	\$18.58	\$18.21	\$16.06	\$17.60	\$20.55	\$15.02	\$22.45

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Light Match	3	5	-	-	-	-	-	-	-
Good Match	4	4	-	-	-	-	-	-	-
Heavy Match	4	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	8	\$15.56	**	\$13.47	\$14.23	\$17.80	\$12.14	\$20.30
Lowest Pay	5	9	\$15.40	**	\$13.00	\$14.00	\$18.42	\$13.00	\$18.53
Highest Pay	5	9	\$20.21	**	\$18.00	\$19.17	\$20.00	\$16.80	\$24.74
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	12	\$19.91	\$19.00	\$16.94	\$18.39	\$22.06	\$16.33	\$24.48
Combined / Variable + Base	11	15	\$18.68	\$18.28	\$16.25	\$17.60	\$20.55	\$15.02	\$22.45

Oregon Regional Pay Survey

Production Control Clerk - 5560N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Compiles and records production data to prepare records and reports on volume of production, consumption of raw material, quality control and other aspects of production. Compiles and records data from such documents such as customer orders, work tickets, product specifications and individual worker production sheets, following prescribed record keeping procedures. Calculates such factors as types and quantities of items produced, materials used, amount of scrap, frequency of defects and worker and department production rates.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	23	\$17.35	\$16.36	\$15.46	\$17.50	\$18.79	\$15.28	\$19.38
Geographic Area									
Portland Metro	7	7	\$17.89	\$17.89	\$16.92	\$18.60	\$19.37	\$14.66	\$19.82
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	9	9	\$17.74	\$17.74	\$17.17	\$18.47	\$19.36	\$15.01	\$19.60
Surrounding Area	3	14	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	2	-	-	-	-	-	-	-
76-199	8	19	\$17.54	\$16.24	\$15.46	\$17.50	\$19.37	\$15.34	\$19.71
200-299	2	2	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	11	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	8	\$18.02	\$17.70	\$17.20	\$17.76	\$18.99	\$16.50	\$19.82
Health Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	11	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	12	23	\$17.35	\$16.36	\$15.46	\$17.50	\$18.79	\$15.28	\$19.38

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	12	23	\$17.35	\$16.36	\$15.46	\$17.50	\$18.79	\$15.28	\$19.38
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	6	6	\$18.04	\$18.04	\$17.19	\$17.92	\$19.17	\$16.27	\$19.92
Heavy Match	5	16	\$16.44	\$15.65	\$15.27	\$15.49	\$18.47	\$14.26	\$19.02
Range of Pay									
Start Pay	5	15	\$12.19	**	\$11.27	\$11.83	\$12.24	\$11.15	\$13.62
Lowest Pay	3	14	-	**	-	-	-	-	-
Highest Pay	3	14	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	11	22	\$17.25	\$16.27	\$15.43	\$17.23	\$18.98	\$15.27	\$19.38
Combined / Variable + Base	12	23	\$17.38	\$16.38	\$15.46	\$17.50	\$19.00	\$15.28	\$19.38

Oregon Regional Pay Survey

Quality Inspector/Auditor III - 5600N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of quality control inspector/auditor. The job typically requires high school level math and problem solving skills, course work in metrics and 4+ years of work experience, or equivalent. Following management guidelines, performs final inspection for quality, appearance and performance of complicated equipment, instruments or products, or of diversified parts and assemblies. Work may be highly diversified. May include auditing and qualifying vendors on location. Plans inspection procedures and may be required to devise unusual measuring or gauging set-ups. Uses a variety of precision measuring instruments including electronic devices. May use statistical tools to chart variance. Includes tool room inspectors.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	26	\$22.47	\$20.61	\$18.29	\$19.74	\$24.57	\$17.55	\$31.27
Geographic Area									
Portland Metro	5	22	\$22.91	\$20.60	\$19.30	\$20.18	\$22.70	\$18.84	\$29.38
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	7	24	\$23.18	\$20.87	\$18.91	\$20.18	\$26.43	\$18.15	\$31.63
Surrounding Area	1	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	4	-	-	-	-	-	-	-
76-199	2	14	-	-	-	-	-	-	-
200-299	3	8	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	13	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	11	\$21.45	\$20.11	\$17.58	\$19.30	\$22.70	\$17.52	\$27.18
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	14	-	-	-	-	-	-	-
Union Status									
Union	1	13	-	-	-	-	-	-	-
Non-Union	7	13	\$22.80	\$21.04	\$18.06	\$19.30	\$26.43	\$17.54	\$31.63
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	8	26	\$22.47	\$20.61	\$18.29	\$19.74	\$24.57	\$17.55	\$31.27
Match Degree									
Light Match	2	14	-	-	-	-	-	-	-
Good Match	3	8	-	-	-	-	-	-	-
Heavy Match	3	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	21	-	**	-	-	-	-	-
Lowest Pay	3	20	-	**	-	-	-	-	-
Highest Pay	3	20	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable Amount	4	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	5	-	-	-	-	-	-	-
Receiving / Variable + Base	4	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	21	-	-	-	-	-	-	-
Combined / Variable + Base	8	26	\$22.94	\$20.82	\$19.03	\$19.74	\$25.05	\$18.42	\$32.11

Oregon Regional Pay Survey

Quality Inspector/Auditor II - 5610N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of quality control inspector/auditor. The job typically requires high school level math and problem solving skills, course work in metrics and 2+ years of work experience, or equivalent. Under limited supervision performs diversified bench or floor inspection of a variety of standard or custom parts, products, or materials that are being produced in-house or received from vendors. Uses a variety of precision measuring instruments, including electronic devices. Checks color, finish, dimensions, hardness, density or other measurable or observable characteristics of material. Performs detailed first article inspections following the installation of new or revised molds and dies. May recommend, write, or modify sampling and inspection procedures. May use statistical tools to chart variance. Does not include tool room inspectors.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	38	\$18.90	\$18.56	\$16.07	\$18.62	\$21.40	\$14.46	\$22.30
Geographic Area									
Portland Metro	10	26	\$19.27	\$19.10	\$15.56	\$18.67	\$21.48	\$14.41	\$23.41
Mid-Willamette	3	8	-	-	-	-	-	-	-
- Total Willamette	13	34	\$18.72	\$18.44	\$15.30	\$17.99	\$21.35	\$14.44	\$22.50
Surrounding Area	3	4	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	7	15	\$19.89	\$20.52	\$17.09	\$17.99	\$21.61	\$15.56	\$24.90
200-299	5	17	\$17.72	\$17.29	\$15.30	\$16.90	\$19.37	\$14.68	\$21.39
Revenue In Millions									
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	7	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	17	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	2	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	15	\$19.79	\$20.10	\$16.74	\$18.67	\$20.85	\$15.30	\$25.40
Health Services	1	2	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	6	17	\$18.42	\$17.46	\$15.70	\$18.07	\$21.21	\$14.89	\$22.30
Retail Trade	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union Status									
Non-Union	16	38	\$18.90	\$18.56	\$16.07	\$18.62	\$21.40	\$14.46	\$22.30
Profit Status									
Profit	16	38	\$18.90	\$18.56	\$16.07	\$18.62	\$21.40	\$14.46	\$22.30
Match Degree									
Light Match	4	10	-	-	-	-	-	-	-
Good Match	9	24	\$18.90	\$18.62	\$14.48	\$17.99	\$21.35	\$14.40	\$23.38
Heavy Match	3	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	20	\$14.32	**	\$12.58	\$14.46	\$15.55	\$11.41	\$16.92
Lowest Pay	8	21	\$13.90	**	\$12.92	\$13.00	\$14.35	\$12.59	\$15.90
Highest Pay	8	21	\$19.17	**	\$17.07	\$17.63	\$20.42	\$15.60	\$25.02
Total Compensation									
Receiving / Base Pay	4	10	-	-	-	-	-	-	-
Receiving / Variable Amount	4	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	10	-	-	-	-	-	-	-
Receiving / Variable + Base	4	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	28	\$17.82	\$17.16	\$15.10	\$17.92	\$19.36	\$14.44	\$21.61
Combined / Variable + Base	16	38	\$19.26	\$19.04	\$16.50	\$18.62	\$21.79	\$14.46	\$23.07

Oregon Regional Pay Survey

Quality Inspector/Auditor I - 5620N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of quality control inspector. The job typically requires high school level math and problem solving skills and work experience of less than 1 year, or equivalent. With readily available supervision, performs repetitive inspection following standardized methods and procedures. Visually inspects or checks parts using a variety of precision measuring instruments or against fixed samples. Checks dimensions and finishes against blueprint or work order specifications. At this level, workers may perform finishing operations to correct rejected parts or assist with other production activities.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	25	\$15.69	\$17.01	\$13.85	\$14.82	\$18.09	\$12.43	\$19.88
Geographic Area									
Portland Metro	6	22	\$15.69	\$17.38	\$14.23	\$14.82	\$16.96	\$13.50	\$18.76
Mid-Willamette	1	2	-	-	-	-	-	-	-
- Total Willamette	7	24	\$15.10	\$16.90	\$13.50	\$14.33	\$16.40	\$12.30	\$18.51
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	3	-	-	-	-	-	-	-
76-199	5	12	\$15.93	\$15.65	\$14.19	\$15.30	\$17.51	\$13.36	\$18.90
200-299	1	10	-	-	-	-	-	-	-
Revenue In Millions									
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	12	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	23	\$15.48	\$17.07	\$14.23	\$14.82	\$16.96	\$12.86	\$18.76
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	10	-	-	-	-	-	-	-
Non-Union	7	15	\$15.07	\$15.02	\$13.50	\$14.33	\$16.40	\$12.30	\$18.44
Profit Status									
Profit	8	25	\$15.69	\$17.01	\$13.85	\$14.82	\$18.09	\$12.43	\$19.88
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	1	2	-	-	-	-	-	-	-
Good Match	7	23	\$15.90	\$17.26	\$13.57	\$15.30	\$18.67	\$12.30	\$19.90
Range of Pay									
Start Pay	4	16	-	**	-	-	-	-	-
Lowest Pay	4	16	-	**	-	-	-	-	-
Highest Pay	4	16	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	22	\$16.28	\$17.64	\$14.26	\$15.30	\$18.67	\$13.64	\$19.90
Combined / Variable + Base	8	25	\$15.78	\$17.07	\$13.95	\$14.91	\$18.09	\$12.54	\$19.88

Oregon Regional Pay Survey

Quality Control Technician - 5730N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Test manufactured products to assure conformance with requirements and specifications. Test and evaluate experimental models. Test new parts to evaluate adaptation to company's products. Perform quality tests on products, and prepares specification test reports. May test and evaluate experimental systems, new parts from suppliers, and competitive models.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	22	87	\$19.29	\$19.50	\$16.33	\$17.72	\$21.04	\$14.89	\$24.65

Geographic Area

Portland Metro	12	40	\$19.94	\$19.87	\$14.92	\$19.16	\$21.71	\$14.20	\$25.86
Mid-Willamette	7	36	\$18.86	\$19.48	\$17.14	\$17.70	\$19.41	\$16.71	\$22.59
- Total Willamette	19	76	\$19.54	\$19.69	\$16.65	\$17.75	\$21.25	\$14.73	\$25.15
Surrounding Area	3	11	-	-	-	-	-	-	-

Employment Size

1 - 75	7	15	\$16.94	\$16.42	\$15.23	\$16.95	\$17.72	\$13.74	\$19.69
76-199	6	14	\$18.44	\$18.58	\$15.15	\$16.59	\$20.41	\$14.91	\$23.82
200-299	6	32	\$21.38	\$19.98	\$17.54	\$19.16	\$20.38	\$16.83	\$28.15
300+	3	26	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	7	19	\$18.84	\$19.26	\$15.37	\$17.70	\$21.18	\$14.91	\$23.34
\$27.0 - \$54.9	2	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	5	44	\$20.58	\$20.17	\$20.13	\$20.46	\$21.07	\$17.86	\$23.36
\$200.0 and higher	2	2	-	-	-	-	-	-	-

Industry

Construction	1	20	-	-	-	-	-	-	-
Durable Goods Manufacturing	15	57	\$19.99	\$19.39	\$16.83	\$18.20	\$21.18	\$14.80	\$25.68
Health Services	1	2	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	6	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	22	87	\$19.29	\$19.50	\$16.33	\$17.72	\$21.04	\$14.89	\$24.65
Profit Status									
Profit	22	87	\$19.29	\$19.50	\$16.33	\$17.72	\$21.04	\$14.89	\$24.65
Match Degree									
Light Match	2	4	-	-	-	-	-	-	-
Good Match	16	70	\$19.14	\$19.39	\$16.20	\$17.34	\$20.61	\$14.91	\$23.73
Heavy Match	4	13	-	-	-	-	-	-	-
Range of Pay									
Start Pay	16	69	\$14.92	**	\$13.13	\$14.17	\$16.55	\$11.24	\$17.86
Lowest Pay	16	79	\$16.42	**	\$14.57	\$15.43	\$16.71	\$13.13	\$18.38
Highest Pay	16	79	\$20.21	**	\$17.06	\$19.34	\$22.20	\$15.45	\$23.90
Total Compensation									
Receiving / Base Pay	6	24	\$18.18	\$18.83	\$14.67	\$18.23	\$20.38	\$13.65	\$22.67
Receiving / Variable Amount	6	24	\$0.86	\$0.95	\$0.61	\$1.09	\$1.14	\$0.32	\$1.16
Receiving / % of Base Pay	6	24	4.71%	5.08%	3.25%	4.86%	5.64%	2.05%	7.22%
Receiving / Variable + Base	6	24	\$19.04	\$19.78	\$14.93	\$19.04	\$21.46	\$14.30	\$23.77
Not Receiving / Base Pay	16	63	\$19.71	\$19.76	\$16.80	\$17.72	\$21.16	\$15.37	\$24.41
Combined / Variable + Base	22	87	\$19.52	\$19.76	\$16.45	\$17.72	\$21.39	\$14.89	\$25.68

Oregon Regional Pay Survey

Inspector - Mechanical III - 5750N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Inspect a wide variety of parts or products of highly complicated design or construction. Work from complicated drawings or blueprints. Set and use variety of precision instruments, gauges and meters. May use surface plate equipment. Must have technical knowledge of product requirements and working knowledge of production processes. This is a journey level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	17	\$23.93	\$24.45	\$23.03	\$24.18	\$25.68	\$21.40	\$26.22
Geographic Area									
Portland Metro	5	9	\$23.94	\$24.96	\$22.74	\$24.48	\$26.08	\$21.13	\$26.25
Mid-Willamette	1	8	-	-	-	-	-	-	-
- Total Willamette	6	17	\$23.93	\$24.45	\$23.03	\$24.18	\$25.68	\$21.40	\$26.22
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
200-299	1	3	-	-	-	-	-	-	-
300+	1	8	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	17	\$23.93	\$24.45	\$23.03	\$24.18	\$25.68	\$21.40	\$26.22
Union Status									
Union	1	8	-	-	-	-	-	-	-
Non-Union	5	9	\$23.94	\$24.96	\$22.74	\$24.48	\$26.08	\$21.13	\$26.25
Profit Status									
Profit	6	17	\$23.93	\$24.45	\$23.03	\$24.18	\$25.68	\$21.40	\$26.22
Match Degree									
Good Match	6	17	\$23.93	\$24.45	\$23.03	\$24.18	\$25.68	\$21.40	\$26.22
Range of Pay									
Start Pay	4	6	-	**	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Lowest Pay	4	8	-	**	-	-	-	-	-
Highest Pay	4	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	9	-	-	-	-	-	-	-
Receiving / Variable Amount	2	9	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	9	-	-	-	-	-	-	-
Receiving / Variable + Base	2	9	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	8	\$23.45	\$24.16	\$22.74	\$23.89	\$24.48	\$21.13	\$25.44
Combined / Variable + Base	6	17	\$27.39	\$33.99	\$23.17	\$25.28	\$26.83	\$21.40	\$35.48

Oregon Regional Pay Survey

Inspector - Mechanical II - 5755N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Inspect a variety of parts or products to determine conformity to specifications. Inspection methods and practices are usually established. Use precision instruments, gauges and meters. Work from drawings or blueprints. Must have knowledge of product requirements. This is an intermediate level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	25	\$16.62	\$17.99	\$13.13	\$16.11	\$17.24	\$12.35	\$21.72
Geographic Area									
Portland Metro	5	16	\$14.49	\$14.76	\$12.50	\$13.76	\$16.11	\$12.27	\$17.23
Mid-Willamette	2	9	-	-	-	-	-	-	-
- Total Willamette	7	25	\$16.62	\$17.99	\$13.13	\$16.11	\$17.24	\$12.35	\$21.72
Employment Size									
1 - 75	3	9	-	-	-	-	-	-	-
76-199	3	10	-	-	-	-	-	-	-
300+	1	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	7	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	22	\$17.24	\$18.26	\$13.76	\$16.11	\$16.50	\$13.00	\$23.00
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	6	-	-	-	-	-	-	-
Non-Union	6	19	\$14.83	\$15.04	\$12.82	\$14.94	\$16.40	\$12.31	\$17.24
Profit Status									
Profit	7	25	\$16.62	\$17.99	\$13.13	\$16.11	\$17.24	\$12.35	\$21.72
Match Degree									
Good Match	7	25	\$16.62	\$17.99	\$13.13	\$16.11	\$17.24	\$12.35	\$21.72

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	2	4	-	**	-	-	-	-	-
Lowest Pay	3	7	-	**	-	-	-	-	-
Highest Pay	3	7	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	9	-	-	-	-	-	-	-
Receiving / Variable Amount	3	9	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	9	-	-	-	-	-	-	-
Receiving / Variable + Base	3	9	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	16	-	-	-	-	-	-	-
Combined / Variable + Base	7	25	\$19.65	\$22.87	\$13.53	\$16.11	\$17.24	\$13.01	\$29.72

Oregon Regional Pay Survey

Inspector - Floor - 5760N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Inspect work in all phases of process within a section or department. Check first piece produced and subsequent spot checks. May do layout work to check units and subsequent operations. Responsible for inspecting quality of work produced on machines or lines served.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	10	\$16.85	\$19.24	\$15.06	\$16.36	\$16.55	\$12.48	\$21.93

Geographic Area

Portland Metro	3	5	-	-	-	-	-	-	-
Mid-Willamette	1	4	-	-	-	-	-	-	-
- Total Willamette	4	9	-	-	-	-	-	-	-
Surrounding Area	1	1	-	-	-	-	-	-	-

Employment Size

1 - 75	3	4	-	-	-	-	-	-	-
76-199	1	2	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	4	8	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-

Union Status

Union	1	4	-	-	-	-	-	-	-
Non-Union	4	6	-	-	-	-	-	-	-

Profit Status

Profit	5	10	\$16.85	\$19.24	\$15.06	\$16.36	\$16.55	\$12.48	\$21.93
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Match Degree

Light Match	1	2	-	-	-	-	-	-	-
Good Match	4	8	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	2	4	-	**	-	-	-	-	-
Lowest Pay	1	2	-	**	-	-	-	-	-
Highest Pay	1	2	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable Amount	3	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	6	-	-	-	-	-	-	-
Receiving / Variable + Base	3	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	4	-	-	-	-	-	-	-
Combined / Variable + Base	5	10	\$21.36	\$27.59	\$15.06	\$17.51	\$17.96	\$12.48	\$34.49

Oregon Regional Pay Survey

Regulatory Compliance Assistant - 5765N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Develop, review and/or approve production or processing related documentation to support compliance with applicable government regulations (i.e. FDA, USDA, OSHA, CFR, etc.). May also audit production or processing related documents and, as needed, research problems/discrepancies to resolution. Interprets government regulations and prepares documentation as needed to support compliance. This is typically a non-exempt, intermediate level job requiring 1-3 years experience, knowledge of government regulations and ability to interpret regulations.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	9	\$23.79	\$22.93	\$19.91	\$23.72	\$27.11	\$17.88	\$30.17
Geographic Area									
Portland Metro	3	5	-	-	-	-	-	-	-
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	5	7	\$25.22	\$23.70	\$21.16	\$25.32	\$28.89	\$19.65	\$30.80
Surrounding Area	2	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	6	\$23.30	\$22.52	\$18.65	\$23.72	\$25.32	\$17.49	\$29.38
76-199	1	2	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	4	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	4	5	-	-	-	-	-	-	-
Union Status									
Non-Union	7	9	\$23.79	\$22.93	\$19.91	\$23.72	\$27.11	\$17.88	\$30.17
Profit Status									
Profit	7	9	\$23.79	\$22.93	\$19.91	\$23.72	\$27.11	\$17.88	\$30.17
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	1	1	-	-	-	-	-	-	-
Heavy Match	5	6	\$24.83	\$24.22	\$21.16	\$25.32	\$28.89	\$18.50	\$30.80
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Lowest Pay	3	5	-	**	-	-	-	-	-
Highest Pay	3	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable Amount	3	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	3	-	-	-	-	-	-	-
Receiving / Variable + Base	3	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	6	-	-	-	-	-	-	-
Combined / Variable + Base	7	9	\$24.42	\$23.41	\$19.91	\$24.45	\$28.11	\$18.53	\$31.38

Oregon Regional Pay Survey

Production Supervisor II - 6015N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First line supervisor of a semi-skilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, including experience in the work of the department, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	35	225	\$26.76	\$26.63	\$23.91	\$26.50	\$30.05	\$19.95	\$34.44
Geographic Area									
Portland Metro	15	42	\$25.30	\$25.24	\$22.76	\$26.05	\$27.41	\$21.27	\$30.05
Mid-Willamette	15	135	\$28.98	\$28.64	\$25.82	\$27.36	\$33.13	\$23.87	\$35.34
- Total Willamette	30	177	\$27.14	\$27.83	\$24.33	\$26.54	\$30.06	\$21.98	\$34.27
Surrounding Area	5	48	\$24.44	\$22.22	\$18.95	\$24.77	\$26.50	\$17.98	\$31.38
Employment Size									
1 - 75	15	30	\$25.88	\$26.38	\$22.93	\$26.05	\$28.70	\$19.95	\$32.57
76-199	7	20	\$27.00	\$25.57	\$23.63	\$26.50	\$28.63	\$20.89	\$34.06
200-299	7	51	\$27.42	\$24.74	\$24.83	\$28.32	\$31.04	\$20.93	\$33.04
300+	6	124	\$27.88	\$27.64	\$25.22	\$26.83	\$28.45	\$24.43	\$32.38
Revenue In Millions									
\$0 - \$2.9	2	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	4	7	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	13	\$28.87	\$28.15	\$26.16	\$26.50	\$29.17	\$25.56	\$34.54
\$17.0 - \$26.9	4	8	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	30	-	-	-	-	-	-	-
\$55.0 - \$99.9	10	145	\$28.66	\$27.86	\$26.38	\$27.71	\$29.77	\$24.70	\$34.71
\$100.0 - \$199.9	1	3	-	-	-	-	-	-	-
\$200.0 and higher	3	12	-	-	-	-	-	-	-
Industry									
Construction	1	53	-	-	-	-	-	-	-
Durable Goods Manufacturing	18	107	\$28.88	\$29.59	\$25.84	\$27.84	\$31.70	\$24.34	\$35.00
Education Services	1	1	-	-	-	-	-	-	-
Natural Resources / Mining	1	2	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Durable Goods Manufacturing	10	56	\$25.65	\$23.97	\$24.38	\$26.54	\$28.36	\$17.17	\$30.51
Services, not elsewhere classified	3	5	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	20	-	-	-	-	-	-	-
Non-Union	33	205	\$27.38	\$27.56	\$24.77	\$26.50	\$30.06	\$22.13	\$34.51
Profit Status									
Profit	33	221	\$26.98	\$26.67	\$24.09	\$26.50	\$30.06	\$20.98	\$34.51
Non-Profit	2	4	-	-	-	-	-	-	-
Match Degree									
Light Match	3	6	-	-	-	-	-	-	-
Good Match	31	217	\$27.10	\$26.70	\$24.43	\$26.57	\$30.06	\$19.45	\$34.58
Heavy Match	1	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	23	174	\$21.28	**	\$17.63	\$22.09	\$24.35	\$16.79	\$26.32
Lowest Pay	23	181	\$23.26	**	\$20.52	\$22.07	\$25.47	\$18.51	\$30.21
Highest Pay	23	181	\$30.21	**	\$27.20	\$31.07	\$34.12	\$22.50	\$35.30
Total Compensation									
Receiving / Base Pay	11	61	\$27.93	\$31.78	\$24.60	\$26.50	\$31.03	\$22.19	\$34.64
Receiving / Variable Amount	11	61	\$3.40	\$2.43	\$1.68	\$2.88	\$3.90	\$0.99	\$4.13
Receiving / % of Base Pay	11	61	11.81%	7.82%	5.68%	10.21%	13.85%	3.77%	18.63%
Receiving / Variable + Base	11	61	\$31.33	\$34.21	\$26.82	\$30.41	\$34.59	\$24.62	\$37.28
Not Receiving / Base Pay	26	164	\$26.51	\$24.72	\$23.82	\$26.50	\$29.77	\$19.20	\$34.41
Combined / Variable + Base	35	225	\$27.83	\$27.42	\$24.69	\$26.75	\$30.43	\$19.95	\$35.01

Oregon Regional Pay Survey

Production Supervisor I - 6017N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First line supervisor of an unskilled production labor workforce. The job typically requires specialized training in supervision and 5+ years of job related training and experience, or equivalent. Under management guidance, schedules work, assists with employee selection, reviews employee performance, administers work rules and recommends compensation, unless it is governed by contract. Responsible for productivity and quality management to the extent that it falls within department control. Recommends equipment upgrades, staffing adjustments, process modifications and may recommend product or service modifications. Do not report working supervisors or leads, where a majority of time is spent performing hands-on work of the department.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	18	75	\$26.32	\$24.49	\$22.77	\$25.41	\$27.92	\$20.03	\$35.60
Geographic Area									
Portland Metro	8	24	\$26.43	\$25.97	\$23.69	\$25.72	\$28.05	\$22.70	\$31.00
Mid-Willamette	5	26	\$28.09	\$22.81	\$20.48	\$22.71	\$38.62	\$18.86	\$39.96
- Total Willamette	13	50	\$27.07	\$24.33	\$22.71	\$24.96	\$29.58	\$20.68	\$37.76
Surrounding Area	5	25	\$24.37	\$24.82	\$22.96	\$25.87	\$25.98	\$20.57	\$27.22
Employment Size									
1 - 75	4	9	-	-	-	-	-	-	-
76-199	8	29	\$27.08	\$25.41	\$23.26	\$25.93	\$29.23	\$20.74	\$35.60
200-299	4	31	-	-	-	-	-	-	-
300+	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	7	34	\$24.83	\$25.08	\$23.41	\$25.98	\$27.01	\$21.37	\$27.74
\$27.0 - \$54.9	3	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	20	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	59	\$25.36	\$24.28	\$22.41	\$24.41	\$26.75	\$20.58	\$28.00
Non-Durable Goods Manufacturing	6	16	\$28.23	\$25.26	\$23.88	\$27.73	\$33.12	\$20.50	\$36.46
Union Status									
Union	2	7	-	-	-	-	-	-	-
Non-Union	16	68	\$27.04	\$25.02	\$22.90	\$25.93	\$28.43	\$20.99	\$36.46

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	18	75	\$26.32	\$24.49	\$22.77	\$25.41	\$27.92	\$20.03	\$35.60
Match Degree									
Light Match	2	8	-	-	-	-	-	-	-
Good Match	14	57	\$26.92	\$24.56	\$22.84	\$25.93	\$27.92	\$19.74	\$37.32
Heavy Match	2	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	26	\$18.15	**	\$16.22	\$17.37	\$19.99	\$14.97	\$21.60
Lowest Pay	10	49	\$20.62	**	\$18.81	\$20.16	\$23.47	\$18.16	\$24.41
Highest Pay	10	49	\$26.09	**	\$23.55	\$26.22	\$27.89	\$20.46	\$31.76
Total Compensation									
Receiving / Base Pay	3	8	-	-	-	-	-	-	-
Receiving / Variable Amount	3	8	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	8	-	-	-	-	-	-	-
Receiving / Variable + Base	3	8	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	67	\$26.94	\$24.65	\$22.84	\$25.98	\$28.82	\$19.99	\$36.89
Combined / Variable + Base	18	75	\$26.53	\$24.63	\$22.77	\$25.47	\$28.02	\$20.57	\$35.60

Oregon Regional Pay Survey

Assembler - Electronics III - 6030N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of complex wiring and assembly operations on standardized electronic units, subassemblies, or chassis, working from established wiring charts, schematics or samples. Seek guidance from supervision in unique cases.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	13	64	\$16.87	\$16.27	\$15.26	\$16.19	\$18.88	\$13.41	\$20.90
Geographic Area									
Portland Metro	8	40	\$17.21	\$15.86	\$15.69	\$16.25	\$18.97	\$14.70	\$20.22
Mid-Willamette	2	5	-	-	-	-	-	-	-
- Total Willamette	10	45	\$16.67	\$15.60	\$15.40	\$16.17	\$18.25	\$13.35	\$19.55
Surrounding Area	3	19	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	17	\$17.38	\$16.88	\$15.91	\$17.51	\$19.14	\$14.35	\$20.27
76-199	5	42	\$15.26	\$15.43	\$13.47	\$15.26	\$16.36	\$13.43	\$17.22
200-299	2	5	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	23	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	27	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	60	\$16.91	\$16.26	\$14.81	\$16.17	\$18.97	\$13.41	\$21.11
Wholesale Trade	1	4	-	-	-	-	-	-	-
Union Status									
Non-Union	13	64	\$16.87	\$16.27	\$15.26	\$16.19	\$18.88	\$13.41	\$20.90
Profit Status									
Profit	13	64	\$16.87	\$16.27	\$15.26	\$16.19	\$18.88	\$13.41	\$20.90
Match Degree									
Good Match	12	63	\$16.67	\$16.22	\$14.81	\$16.17	\$18.06	\$13.41	\$21.08

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	54	\$13.16	**	\$12.24	\$12.76	\$13.85	\$10.15	\$15.79
Lowest Pay	8	53	\$13.35	**	\$12.38	\$13.18	\$13.77	\$11.40	\$15.43
Highest Pay	8	53	\$19.59	**	\$17.15	\$19.16	\$22.46	\$14.58	\$23.90
Total Compensation									
Receiving / Base Pay	3	19	-	-	-	-	-	-	-
Receiving / Variable Amount	3	19	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	19	-	-	-	-	-	-	-
Receiving / Variable + Base	3	19	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	45	\$17.72	\$17.37	\$16.15	\$17.07	\$19.14	\$15.08	\$21.44
Combined / Variable + Base	13	64	\$17.02	\$16.48	\$15.26	\$16.36	\$18.88	\$13.62	\$20.90

Oregon Regional Pay Survey

Assembler - Electronics II - 6035N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform basic wiring, assembly and soldering operations on a variety of electronic parts, subassemblies and electronic chassis following standardized procedures, samples and instructions. Normally follows a color coding in making connections.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	147	\$14.00	\$12.33	\$11.93	\$12.86	\$14.57	\$10.99	\$19.41
Geographic Area									
Portland Metro	11	122	\$13.27	\$12.12	\$11.89	\$12.38	\$13.81	\$11.21	\$16.08
Mid-Willamette	1	8	-	-	-	-	-	-	-
- Total Willamette	12	130	\$13.04	\$12.02	\$11.66	\$12.38	\$13.67	\$10.81	\$15.88
Surrounding Area	4	17	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	11	-	-	-	-	-	-	-
76-199	11	135	\$13.88	\$12.36	\$11.89	\$12.38	\$13.78	\$11.21	\$20.41
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	8	93	\$13.55	\$12.46	\$12.05	\$12.86	\$13.66	\$11.50	\$15.94
\$27.0 - \$54.9	2	39	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	14	142	\$13.81	\$12.29	\$11.85	\$12.86	\$14.06	\$10.90	\$19.11
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	4	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	15	146	\$13.71	\$12.29	\$11.89	\$12.38	\$14.05	\$10.95	\$18.68
Profit Status									
Profit	16	147	\$14.00	\$12.33	\$11.93	\$12.86	\$14.57	\$10.99	\$19.41
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	2	45	-	-	-	-	-	-	-
Good Match	13	101	\$13.76	\$12.56	\$11.97	\$12.38	\$14.07	\$11.33	\$17.94
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	13	141	\$12.31	**	\$10.54	\$11.22	\$12.78	\$10.18	\$16.71
Lowest Pay	10	131	\$12.45	**	\$11.00	\$11.92	\$13.78	\$10.00	\$15.01
Highest Pay	10	131	\$16.63	**	\$14.35	\$16.00	\$17.04	\$13.33	\$21.26
Total Compensation									
Receiving / Base Pay	4	52	-	-	-	-	-	-	-
Receiving / Variable Amount	4	52	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	52	-	-	-	-	-	-	-
Receiving / Variable + Base	4	52	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	95	\$14.75	\$13.04	\$12.32	\$13.44	\$16.66	\$11.99	\$20.21
Combined / Variable + Base	16	147	\$14.09	\$12.47	\$12.09	\$12.95	\$14.75	\$11.13	\$19.41

Oregon Regional Pay Survey

Assembler - Electronics I - 6040N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform repetitive wiring, assembling and soldering operations on a limited variety of electronic subassemblies, parts or section of unit or chassis. Follow prescribed procedures and instructions. Work may be exacting but not complicated.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	43	\$13.26	\$13.78	\$11.50	\$13.07	\$15.23	\$10.92	\$15.67
Geographic Area									
Portland Metro	4	42	-	-	-	-	-	-	-
- Total Willamette	4	42	-	-	-	-	-	-	-
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	3	-	-	-	-	-	-	-
76-199	2	22	-	-	-	-	-	-	-
200-299	1	18	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	22	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	18	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	3	17	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	18	-	-	-	-	-	-	-
Wholesale Trade	1	8	-	-	-	-	-	-	-
Union Status									
Union	1	18	-	-	-	-	-	-	-
Non-Union	4	25	-	-	-	-	-	-	-
Profit Status									
Profit	5	43	\$13.26	\$13.78	\$11.50	\$13.07	\$15.23	\$10.92	\$15.67
Match Degree									
Light Match	1	14	-	-	-	-	-	-	-
Good Match	4	29	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Range of Pay

Start Pay	4	35	-	**	-	-	-	-	-
Lowest Pay	3	17	-	**	-	-	-	-	-
Highest Pay	3	17	-	**	-	-	-	-	-

Total Compensation

Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	42	\$13.26	\$13.84	\$11.50	\$13.07	\$15.23	\$10.92	\$15.67
Combined / Variable + Base	5	43	\$13.28	\$13.79	\$11.60	\$13.07	\$15.23	\$10.96	\$15.67

Oregon Regional Pay Survey

Assembler - Mechanical III - 6045N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform diversified assembly operations to assemble intricate or large apparatus, machines or equipment to close tolerances and inspection requirements. Assembly procedures usually prescribed and operations are recognized as standard practices. Perform skilled fitting of parts, sub-assemblies and related units. Align, adjust and require secondary machining. May assign, instruct and check work and procedures for Assemblers of lower classification and Helpers. Work from complicated assembly drawings and specifications. Use a variety of precision measuring instruments and gauging devices. Assignments are given progress supervision and check, final assemblies are inspected and tested. Work requires skill and assembling techniques, plus experience and knowledge of design and basic mechanical principles.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	138	\$19.61	\$18.57	\$18.27	\$19.99	\$21.04	\$14.91	\$22.57
Geographic Area									
Portland Metro	9	53	\$18.73	\$15.89	\$15.63	\$19.37	\$20.58	\$14.06	\$22.06
Mid-Willamette	4	40	-	-	-	-	-	-	-
- Total Willamette	13	93	\$19.29	\$17.72	\$18.07	\$19.45	\$20.58	\$14.48	\$22.39
Surrounding Area	3	45	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	22	\$21.49	\$21.16	\$20.00	\$20.58	\$21.82	\$19.42	\$24.41
76-199	7	53	\$18.58	\$20.11	\$16.85	\$18.33	\$21.06	\$14.79	\$21.90
200-299	2	63	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	9	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	30	\$20.54	\$20.50	\$20.53	\$20.55	\$20.58	\$19.88	\$21.19
\$17.0 - \$26.9	6	52	\$18.01	\$19.76	\$16.24	\$18.59	\$19.31	\$14.58	\$20.87
\$55.0 - \$99.9	1	35	-	-	-	-	-	-	-
\$200.0 and higher	1	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	113	\$19.16	\$18.11	\$18.27	\$19.41	\$20.83	\$14.58	\$22.29
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	18	-	-	-	-	-	-	-
Retail Trade	1	5	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	16	138	\$19.61	\$18.57	\$18.27	\$19.99	\$21.04	\$14.91	\$22.57

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Profit Status									
Profit	16	138	\$19.61	\$18.57	\$18.27	\$19.99	\$21.04	\$14.91	\$22.57
Match Degree									
Good Match	14	134	\$19.55	\$18.53	\$18.14	\$19.95	\$21.41	\$14.62	\$22.65
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	11	89	\$14.95	**	\$12.75	\$15.35	\$17.05	\$11.70	\$17.37
Lowest Pay	11	106	\$15.42	**	\$13.00	\$16.50	\$17.01	\$11.64	\$18.50
Highest Pay	11	106	\$22.89	**	\$19.84	\$22.00	\$25.26	\$15.53	\$32.00
Total Compensation									
Receiving / Base Pay	5	45	\$19.64	\$15.80	\$14.19	\$20.86	\$22.77	\$13.79	\$25.23
Receiving / Variable Amount	5	45	\$1.08	\$0.90	\$0.72	\$0.87	\$0.87	\$0.43	\$1.97
Receiving / % of Base Pay	5	45	5.68%	5.56%	4.15%	5.07%	6.47%	2.20%	9.68%
Receiving / Variable + Base	5	45	\$20.72	\$16.70	\$14.91	\$21.73	\$25.46	\$14.60	\$26.45
Not Receiving / Base Pay	13	93	\$19.28	\$19.91	\$18.33	\$19.45	\$20.58	\$16.12	\$21.44
Combined / Variable + Base	16	138	\$19.95	\$18.88	\$18.27	\$19.99	\$21.62	\$15.27	\$23.92

Oregon Regional Pay Survey

Assembler - Mechanical II - 6050N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of assembly operations to assemble small and medium sized precision units or sub-assemblies involving a considerable number of parts, and/or larger units involving less precise requirements and parts. Products usually standardized as to design and function, and methods applied are generally prescribed or standardized. Perform fitting and aligning to ensure free action of movable parts and operating requirements. Work from drawings and specifications using required precision measuring instruments and gauging devices. Work requires some degree of skill and precision assembling technique. Assignments are given progress supervision and check with final assemblies inspected and tested.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	15	150	\$16.21	\$15.44	\$13.58	\$15.24	\$20.01	\$12.32	\$20.96
Geographic Area									
Portland Metro	11	136	\$16.31	\$15.35	\$13.58	\$15.24	\$20.01	\$12.46	\$20.29
Mid-Willamette	1	3	-	-	-	-	-	-	-
- Total Willamette	12	139	\$16.74	\$15.48	\$13.67	\$15.51	\$20.24	\$12.55	\$21.29
Surrounding Area	3	11	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	65	\$17.20	\$16.22	\$14.55	\$15.24	\$20.04	\$14.13	\$21.05
76-199	5	36	\$13.91	\$13.67	\$12.46	\$13.39	\$15.69	\$12.32	\$15.74
200-299	3	49	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	15	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	47	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	43	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	29	-	-	-	-	-	-	-
\$200.0 and higher	2	11	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	122	\$16.15	\$15.73	\$13.89	\$15.47	\$19.91	\$12.25	\$20.28
Health Services	1	12	-	-	-	-	-	-	-
Services, not elsewhere classified	2	16	-	-	-	-	-	-	-
Union Status									
Non-Union	15	150	\$16.21	\$15.44	\$13.58	\$15.24	\$20.01	\$12.32	\$20.96
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	15	150	\$16.21	\$15.44	\$13.58	\$15.24	\$20.01	\$12.32	\$20.96
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	12	132	\$15.90	\$14.90	\$13.67	\$14.98	\$16.89	\$12.55	\$21.28
Heavy Match	2	17	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	91	\$13.01	**	\$11.26	\$12.75	\$13.23	\$10.92	\$15.35
Lowest Pay	11	135	\$13.66	**	\$12.00	\$13.27	\$13.91	\$11.35	\$18.92
Highest Pay	11	135	\$18.33	**	\$15.90	\$17.93	\$21.81	\$13.00	\$23.74
Total Compensation									
Receiving / Base Pay	4	43	-	-	-	-	-	-	-
Receiving / Variable Amount	4	43	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	43	-	-	-	-	-	-	-
Receiving / Variable + Base	4	43	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	107	\$16.18	\$16.61	\$13.67	\$15.47	\$19.91	\$12.35	\$20.28
Combined / Variable + Base	15	150	\$16.52	\$15.70	\$13.58	\$15.69	\$20.01	\$12.70	\$20.96

Oregon Regional Pay Survey

Assembler - Mechanical I - 6055N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform repetitive assembly operations to assemble small units or sub-assemblies having a limited number of parts and details, simple fitting and adjustment requirements. Products standardized and methods prescribed. Work with assembly fixtures and power type bench tools. Recognize defective parts. May involve soldering, unit testing or similar operations. Usually bench, conveyor or assembly line work. Assignments are given process supervision and check with final assemblies inspected and tested.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	158	\$13.14	\$11.91	\$10.82	\$11.85	\$13.43	\$10.31	\$19.36

Geographic Area

Portland Metro	8	138	\$12.70	\$11.95	\$10.69	\$11.67	\$13.34	\$10.19	\$15.85
Mid-Willamette	3	5	-	-	-	-	-	-	-
- Total Willamette	11	143	\$13.36	\$12.02	\$11.05	\$12.06	\$13.65	\$10.25	\$19.94
Surrounding Area	1	15	-	-	-	-	-	-	-

Employment Size

1 - 75	4	29	-	-	-	-	-	-	-
76-199	5	81	\$11.37	\$11.52	\$10.83	\$11.27	\$11.63	\$10.36	\$12.51
200-299	3	48	-	-	-	-	-	-	-

Revenue In Millions

\$7.0 - \$11.9	2	18	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	79	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	11	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	37	-	-	-	-	-	-	-
\$200.0 and higher	1	9	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	9	95	\$12.85	\$11.54	\$10.80	\$12.06	\$13.21	\$10.21	\$15.38
Health Services	1	47	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	11	-	-	-	-	-	-	-
Wholesale Trade	1	5	-	-	-	-	-	-	-

Union Status

Union	1	11	-	-	-	-	-	-	-
Non-Union	11	147	\$12.53	\$11.30	\$10.82	\$11.63	\$13.15	\$10.25	\$14.10

Profit Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	12	158	\$13.14	\$11.91	\$10.82	\$11.85	\$13.43	\$10.31	\$19.36
Match Degree									
Good Match	11	156	\$13.14	\$11.89	\$10.82	\$11.63	\$13.60	\$10.25	\$19.94
Heavy Match	1	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	138	\$11.38	**	\$9.54	\$9.72	\$11.46	\$9.40	\$14.75
Lowest Pay	7	129	\$10.24	**	\$9.36	\$10.25	\$10.77	\$9.21	\$11.43
Highest Pay	7	129	\$13.07	**	\$12.24	\$12.54	\$13.43	\$11.92	\$14.69
Total Compensation									
Receiving / Base Pay	2	35	-	-	-	-	-	-	-
Receiving / Variable Amount	2	35	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	35	-	-	-	-	-	-	-
Receiving / Variable + Base	2	35	-	-	-	-	-	-	-
Not Receiving / Base Pay	11	123	\$13.36	\$12.31	\$11.05	\$12.06	\$13.65	\$10.25	\$19.94
Combined / Variable + Base	12	158	\$13.37	\$12.24	\$11.16	\$12.53	\$13.43	\$10.79	\$19.36

Oregon Regional Pay Survey

Assembler - General - 6080N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assemble and attach components and hardware in a prescribed manner using power or hand tools, testing devices, gauges and other equipment to form complete units or sub-assemblies at a bench, conveyor line, or on the floor. Check for proper fit or adjustment and make necessary adjustments.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	172	\$13.71	\$13.12	\$12.01	\$12.79	\$15.37	\$10.49	\$17.12
Geographic Area									
Portland Metro	6	123	\$14.98	\$13.71	\$12.79	\$14.37	\$16.61	\$12.27	\$18.30
Mid-Willamette	1	21	-	-	-	-	-	-	-
- Total Willamette	7	144	\$14.34	\$13.25	\$12.27	\$12.79	\$16.39	\$11.26	\$18.00
Surrounding Area	3	28	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	53	\$13.01	\$12.33	\$10.83	\$12.27	\$15.15	\$10.38	\$16.39
76-199	3	32	-	-	-	-	-	-	-
200-299	1	87	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	18	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	29	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	14	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	87	-	-	-	-	-	-	-
\$200.0 and higher	1	10	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	172	\$13.71	\$13.12	\$12.01	\$12.79	\$15.37	\$10.49	\$17.12
Union Status									
Union	1	87	-	-	-	-	-	-	-
Non-Union	9	85	\$13.81	\$13.46	\$11.75	\$12.79	\$15.94	\$10.46	\$17.42
Profit Status									
Profit	10	172	\$13.71	\$13.12	\$12.01	\$12.79	\$15.37	\$10.49	\$17.12
Match Degree									
Light Match	1	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	9	168	\$13.36	\$13.03	\$11.75	\$12.79	\$13.66	\$10.46	\$16.70
Range of Pay									
Start Pay	8	164	\$10.42	**	\$9.96	\$10.12	\$10.47	\$9.56	\$11.65
Lowest Pay	10	172	\$11.22	**	\$10.00	\$10.63	\$11.75	\$9.47	\$13.08
Highest Pay	10	172	\$16.14	**	\$13.70	\$15.45	\$18.30	\$12.60	\$19.52
Total Compensation									
Receiving / Base Pay	3	39	-	-	-	-	-	-	-
Receiving / Variable Amount	3	39	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	39	-	-	-	-	-	-	-
Receiving / Variable + Base	3	39	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	133	\$13.97	\$13.34	\$12.27	\$12.79	\$15.25	\$11.15	\$18.00
Combined / Variable + Base	10	172	\$13.95	\$13.28	\$12.01	\$13.23	\$16.09	\$10.84	\$17.19

Oregon Regional Pay Survey

Line Operator - 6085N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate various processing or packaging production line equipment requiring specialized training beyond the General Laborer. May provide instruction and training to a small crew (non-supervisory). See also #6150 General Laborer for positions requiring less machine operation skills.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	19	308	\$16.02	\$15.75	\$13.29	\$15.62	\$17.62	\$12.16	\$21.63
Geographic Area									
Portland Metro	5	22	\$14.86	\$15.69	\$12.96	\$13.17	\$14.27	\$12.50	\$18.72
Mid-Willamette	9	217	\$16.75	\$15.67	\$15.61	\$15.81	\$18.94	\$14.27	\$20.45
- Total Willamette	14	239	\$16.07	\$15.67	\$13.45	\$15.62	\$18.28	\$12.42	\$21.18
Surrounding Area	5	69	\$15.89	\$16.02	\$13.40	\$15.90	\$16.27	\$12.57	\$19.62
Employment Size									
1 - 75	10	53	\$16.56	\$16.71	\$15.61	\$16.09	\$18.28	\$12.88	\$20.31
76-199	4	48	-	-	-	-	-	-	-
200-299	4	203	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	3	10	-	-	-	-	-	-	-
\$12.0 - \$16.9	5	20	\$17.28	\$18.47	\$15.61	\$15.90	\$18.94	\$14.81	\$20.59
\$17.0 - \$26.9	3	25	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	24	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	191	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	16	-	-	-	-	-	-	-
\$200.0 and higher	2	22	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	23	\$16.17	\$15.51	\$13.45	\$14.94	\$19.02	\$12.68	\$20.89
Non-Durable Goods Manufacturing	12	283	\$16.21	\$15.79	\$14.52	\$15.85	\$16.96	\$12.16	\$21.41
Wholesale Trade	1	2	-	-	-	-	-	-	-
Union Status									
Union	3	28	-	-	-	-	-	-	-
Non-Union	16	280	\$16.19	\$16.00	\$14.05	\$15.72	\$16.96	\$13.07	\$20.93
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	19	308	\$16.02	\$15.75	\$13.29	\$15.62	\$17.62	\$12.16	\$21.63
Match Degree									
Light Match	2	18	-	-	-	-	-	-	-
Good Match	14	276	\$14.73	\$15.15	\$13.01	\$14.58	\$15.88	\$12.07	\$16.29
Heavy Match	3	14	-	-	-	-	-	-	-
Range of Pay									
Start Pay	12	248	\$12.15	**	\$10.14	\$12.04	\$13.17	\$9.89	\$15.18
Lowest Pay	13	233	\$13.66	**	\$12.00	\$13.61	\$15.32	\$10.73	\$16.28
Highest Pay	13	233	\$19.01	**	\$16.41	\$17.50	\$22.14	\$15.17	\$23.96
Total Compensation									
Receiving / Base Pay	6	69	\$16.28	\$15.17	\$15.07	\$15.76	\$16.18	\$14.15	\$18.95
Receiving / Variable Amount	6	69	\$3.90	\$1.78	\$0.66	\$0.69	\$0.76	\$0.61	\$10.38
Receiving / % of Base Pay	6	69	19.14%	9.59%	4.32%	4.89%	4.97%	3.78%	48.75%
Receiving / Variable + Base	6	69	\$20.18	\$16.95	\$15.80	\$16.47	\$16.76	\$14.84	\$29.22
Not Receiving / Base Pay	14	239	\$15.83	\$15.91	\$13.01	\$15.26	\$18.28	\$12.07	\$21.23
Combined / Variable + Base	19	308	\$17.25	\$16.15	\$13.62	\$15.81	\$17.88	\$12.16	\$21.72

Oregon Regional Pay Survey

Process Operator - 6090N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform complex multi-processes in fabrication, assembly, or test/repair operations in the manufacturing of component parts, subassemblies, or final product. Set up and operate complex equipment or production processes. Provide the first level of troubleshooting or corrective action to bring processes back within control parameters. May be required to pass certifications. Must be able to communicate process data to engineers, technicians, and supervisors verbally and in writing and operate multiple processes/equipment sets. Must be able to use arithmetic, including decimals, fractions, percentages, and mathematical formulas. May provide instruction and training to a crew (non-supervisory).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	178	\$21.33	\$20.02	\$17.08	\$20.13	\$25.76	\$16.02	\$27.03

Geographic Area

Portland Metro	9	72	\$21.11	\$19.61	\$16.31	\$17.46	\$26.50	\$15.32	\$28.07
Mid-Willamette	6	102	\$21.05	\$20.11	\$18.79	\$20.13	\$23.61	\$17.94	\$25.09
- Total Willamette	15	174	\$21.08	\$19.90	\$16.94	\$19.22	\$25.81	\$15.96	\$27.13
Surrounding Area	1	4	-	-	-	-	-	-	-

Employment Size

1 - 75	8	46	\$21.76	\$24.01	\$17.40	\$19.84	\$26.17	\$16.95	\$28.34
76-199	5	43	\$21.55	\$17.09	\$16.66	\$25.01	\$25.90	\$14.87	\$26.26
200-299	2	83	-	-	-	-	-	-	-
300+	1	6	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	10	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	10	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	29	-	-	-	-	-	-	-
\$55.0 - \$99.9	4	104	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	4	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	8	137	\$19.10	\$18.62	\$16.17	\$17.94	\$21.90	\$15.11	\$24.84
Non-Durable Goods Manufacturing	7	39	\$23.14	\$24.61	\$18.06	\$25.01	\$26.73	\$17.36	\$28.60
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-

Union Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union	4	34	-	-	-	-	-	-	-
Non-Union	12	144	\$20.27	\$18.69	\$16.57	\$18.94	\$25.18	\$15.79	\$26.42
Profit Status									
Profit	16	178	\$21.33	\$20.02	\$17.08	\$20.13	\$25.76	\$16.02	\$27.03
Match Degree									
Light Match	4	10	-	-	-	-	-	-	-
Good Match	9	154	\$20.05	\$19.46	\$16.66	\$17.46	\$24.46	\$15.32	\$26.75
Heavy Match	3	14	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	82	\$16.91	**	\$13.34	\$15.64	\$18.65	\$12.79	\$20.81
Lowest Pay	11	148	\$15.86	**	\$12.83	\$14.50	\$17.17	\$12.00	\$19.90
Highest Pay	11	148	\$22.67	**	\$20.05	\$21.22	\$25.59	\$19.20	\$26.02
Total Compensation									
Receiving / Base Pay	3	31	-	-	-	-	-	-	-
Receiving / Variable Amount	3	31	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	31	-	-	-	-	-	-	-
Receiving / Variable + Base	3	31	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	147	\$21.65	\$20.81	\$17.28	\$20.13	\$25.85	\$16.42	\$27.23
Combined / Variable + Base	16	178	\$22.68	\$20.91	\$17.08	\$20.13	\$26.05	\$16.02	\$28.98

Oregon Regional Pay Survey

Technician IV - 6095N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform non-routine and complex assignments. May assign and review work of lower-level technicians. Design, develop, construct, and evaluate major units of equipment. Operate highly sophisticated equipment or instrumentation. Compute and analyze test data. Prepare reports on findings and make recommendations. This is a lead level position typically requiring associate's/AS degree in technical area and 7-10 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	23	\$27.32	\$26.76	\$23.97	\$26.69	\$30.41	\$20.20	\$34.06
Geographic Area									
Portland Metro	7	22	\$26.61	\$26.51	\$22.84	\$25.52	\$28.82	\$20.06	\$33.12
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	8	23	\$27.32	\$26.76	\$23.97	\$26.69	\$30.41	\$20.20	\$34.06
Employment Size									
1 - 75	3	6	-	-	-	-	-	-	-
76-199	3	7	-	-	-	-	-	-	-
200-299	2	10	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	7	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	15	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	4	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Wholesale Trade	2	3	-	-	-	-	-	-	-
Union Status									
Union	1	4	-	-	-	-	-	-	-
Non-Union	7	19	\$25.77	\$24.37	\$22.84	\$25.52	\$28.82	\$20.06	\$30.79
Profit Status									
Profit	8	23	\$27.32	\$26.76	\$23.97	\$26.69	\$30.41	\$20.20	\$34.06
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	2	5	-	-	-	-	-	-	-
Good Match	4	16	-	-	-	-	-	-	-
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	10	-	**	-	-	-	-	-
Lowest Pay	2	5	-	**	-	-	-	-	-
Highest Pay	2	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable Amount	2	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable + Base	2	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	18	\$28.47	\$27.80	\$25.31	\$27.86	\$31.05	\$23.29	\$34.64
Combined / Variable + Base	8	23	\$27.54	\$27.06	\$23.97	\$26.69	\$30.41	\$20.57	\$34.20

Oregon Regional Pay Survey

Technician III - 6100N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform non-routine assignments of some complexity and variety. Work under general supervision of a scientist or engineer. Perform tests which may require non-standard procedures and complex equipment. Modify standard equipment to meet special technical requirements. Record, compute, and analyze test data; prepare test reports. May be assisted by lower-level technicians. This is an advanced/specialist level typically requiring associate's/AS degree in technical area and five to seven years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
Geographic Area									
Portland Metro	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
- Total Willamette	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
Employment Size									
1 - 75	2	2	-	-	-	-	-	-	-
76-199	4	24	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	19	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
Union Status									
Non-Union	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
Profit Status									
Profit	7	28	\$18.22	\$17.22	\$15.97	\$18.15	\$18.86	\$15.26	\$21.77
Match Degree									
Good Match	5	18	\$18.21	\$16.65	\$15.86	\$16.07	\$19.35	\$14.97	\$22.97
Heavy Match	2	10	-	-	-	-	-	-	-
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	5	22	\$14.60	**	\$13.17	\$13.77	\$16.24	\$13.00	\$16.65
Lowest Pay	5	22	\$15.08	**	\$15.21	\$15.42	\$15.93	\$13.28	\$16.47
Highest Pay	5	22	\$19.74	**	\$18.96	\$19.00	\$21.16	\$18.21	\$21.57
Total Compensation									
Receiving / Base Pay	3	16	-	-	-	-	-	-	-
Receiving / Variable Amount	3	16	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	16	-	-	-	-	-	-	-
Receiving / Variable + Base	3	16	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	12	-	-	-	-	-	-	-
Combined / Variable + Base	7	28	\$18.55	\$17.79	\$16.86	\$18.15	\$19.10	\$15.70	\$22.05

Oregon Regional Pay Survey

Technician II - 6105N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform standardized assignments. Follow prescribed work methods or explicit instructions. Operate standard experimental testing, or processing equipment of moderate complexity. Troubleshoot malfunctioning equipment and make simple repairs. Extract and process test data. Perform routine analysis to check accuracy, applicability, and reasonableness of data. This is a full performance/journey level typically requiring two years technical training or equivalent and two to five years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	34	\$20.52	\$18.61	\$16.32	\$17.36	\$25.51	\$14.96	\$27.41
Geographic Area									
Portland Metro	6	27	\$16.74	\$16.49	\$15.75	\$16.74	\$17.31	\$14.06	\$19.43
Mid-Willamette	2	4	-	-	-	-	-	-	-
- Total Willamette	8	31	\$19.82	\$17.88	\$16.13	\$17.26	\$22.50	\$14.66	\$27.64
Surrounding Area	1	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	16	-	-	-	-	-	-	-
76-199	4	14	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	17	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	21	\$22.37	\$20.64	\$17.26	\$21.50	\$25.81	\$16.82	\$28.71
Wholesale Trade	2	13	-	-	-	-	-	-	-
Union Status									
Union	1	3	-	-	-	-	-	-	-
Non-Union	8	31	\$19.90	\$17.94	\$16.13	\$17.26	\$22.65	\$14.66	\$28.06
Profit Status									
Profit	9	34	\$20.52	\$18.61	\$16.32	\$17.36	\$25.51	\$14.96	\$27.41

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	2	-	-	-	-	-	-	-
Good Match	5	19	\$21.55	\$18.50	\$15.56	\$21.50	\$25.51	\$13.75	\$29.77
Heavy Match	3	13	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	20	-	**	-	-	-	-	-
Lowest Pay	5	25	\$17.15	**	\$14.93	\$17.05	\$20.58	\$12.57	\$21.53
Highest Pay	5	25	\$20.66	**	\$17.15	\$20.16	\$22.49	\$16.46	\$25.50
Total Compensation									
Receiving / Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable Amount	2	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	4	-	-	-	-	-	-	-
Receiving / Variable + Base	2	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	30	\$19.90	\$17.96	\$16.13	\$17.26	\$22.65	\$14.66	\$28.06
Combined / Variable + Base	9	34	\$22.85	\$20.43	\$16.32	\$18.32	\$26.11	\$14.96	\$35.19

Oregon Regional Pay Survey

Furnace Operator/Heat Treat - 6120N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Controls heat-treating furnaces, baths and quenching equipment to alter physical and chemical properties of metal objects using specifications and methods of controlled heating and cooling such as hardening, tempering, annealing, case-hardening, and normalizing. Determines temperature and time of heating cycle and type and temperature of baths and quenching medium to attain specified hardness, toughness, and ductility. Loads parts into furnace. Removes parts after prescribed time and quenches parts in water, oil, brine, or other bath or allows parts to cool in the air.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	69	\$19.83	\$18.37	\$15.15	\$18.70	\$24.63	\$13.70	\$27.87
Geographic Area									
Portland Metro	6	51	\$18.87	\$16.31	\$15.60	\$17.82	\$19.89	\$14.54	\$24.26
Mid-Willamette	3	18	-	-	-	-	-	-	-
- Total Willamette	9	69	\$19.83	\$18.37	\$15.15	\$18.70	\$24.63	\$13.70	\$27.87
Employment Size									
1 - 75	7	54	\$18.00	\$16.11	\$14.54	\$16.94	\$19.49	\$13.47	\$23.46
300+	2	15	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	29	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	21	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	15	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	52	\$19.92	\$17.96	\$14.54	\$16.94	\$26.21	\$13.47	\$27.96
Non-Durable Goods Manufacturing	1	7	-	-	-	-	-	-	-
Services, not elsewhere classified	1	10	-	-	-	-	-	-	-
Union Status									
Union	2	15	-	-	-	-	-	-	-
Non-Union	7	54	\$18.00	\$16.11	\$14.54	\$16.94	\$19.49	\$13.47	\$23.46
Profit Status									
Profit	9	69	\$19.83	\$18.37	\$15.15	\$18.70	\$24.63	\$13.70	\$27.87
Match Degree									
Light Match	2	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	6	55	\$21.70	\$18.39	\$17.38	\$21.66	\$26.99	\$15.43	\$28.01
Heavy Match	1	10	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	52	\$14.41	**	\$11.41	\$12.64	\$12.93	\$10.62	\$19.99
Lowest Pay	6	59	\$15.42	**	\$11.92	\$14.00	\$15.51	\$10.87	\$21.39
Highest Pay	6	59	\$19.66	**	\$16.15	\$20.13	\$21.74	\$14.23	\$24.63
Total Compensation									
Receiving / Base Pay	3	38	-	-	-	-	-	-	-
Receiving / Variable Amount	3	38	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	38	-	-	-	-	-	-	-
Receiving / Variable + Base	3	38	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	31	\$21.18	\$21.87	\$17.38	\$19.49	\$25.91	\$16.05	\$28.01
Combined / Variable + Base	9	69	\$22.24	\$20.70	\$15.27	\$18.70	\$27.78	\$14.76	\$31.52

Oregon Regional Pay Survey

Painter - Production III - 6135N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform finish-coat painting in accordance with special specifications on work where high-grade finish is essential. Includes use of lacquers and enamels. May perform painting operations which call for unusual finished specifications involving the mixing of paints to achieve special effects in shades. Excludes Maintenance Painters. This is a journey level position.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	15	54	\$18.79	\$19.04	\$17.34	\$19.08	\$20.83	\$17.14	\$21.84
Geographic Area									
Portland Metro	9	30	\$18.81	\$18.78	\$17.40	\$19.83	\$21.01	\$16.14	\$21.74
Mid-Willamette	2	6	-	-	-	-	-	-	-
- Total Willamette	11	36	\$18.58	\$18.62	\$17.34	\$17.97	\$20.83	\$17.07	\$21.64
Surrounding Area	4	18	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	8	33	\$18.23	\$18.74	\$17.69	\$18.52	\$19.62	\$15.56	\$21.30
200-299	3	15	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	6	25	\$18.15	\$18.08	\$17.39	\$18.49	\$20.54	\$14.41	\$21.57
\$27.0 - \$54.9	4	19	-	-	-	-	-	-	-
\$200.0 and higher	2	7	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	15	54	\$18.79	\$19.04	\$17.34	\$19.08	\$20.83	\$17.14	\$21.84
Union Status									
Union	3	11	-	-	-	-	-	-	-
Non-Union	12	43	\$18.50	\$18.72	\$17.27	\$18.52	\$20.74	\$17.09	\$21.58
Profit Status									
Profit	15	54	\$18.79	\$19.04	\$17.34	\$19.08	\$20.83	\$17.14	\$21.84
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	9	42	\$19.13	\$19.71	\$17.28	\$19.15	\$20.65	\$17.21	\$21.20
Heavy Match	5	11	\$18.36	\$16.57	\$17.40	\$19.08	\$21.64	\$13.90	\$21.93
Range of Pay									
Start Pay	8	33	\$14.17	**	\$12.86	\$14.94	\$15.61	\$11.33	\$16.55
Lowest Pay	9	38	\$14.29	**	\$13.29	\$14.32	\$16.00	\$9.90	\$17.20
Highest Pay	9	38	\$21.05	**	\$18.75	\$21.35	\$22.28	\$17.28	\$24.41
Total Compensation									
Receiving / Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable Amount	2	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable + Base	2	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	13	48	\$19.45	\$19.85	\$17.82	\$19.15	\$21.01	\$17.26	\$21.90
Combined / Variable + Base	15	54	\$18.82	\$19.07	\$17.45	\$19.08	\$20.83	\$17.14	\$21.84

Oregon Regional Pay Survey

Painter - Production II - 6140N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Mix supplied coating materials with thinners to obtain proper consistency. Apply bond coats and standard finishes to a variety of parts or products, using spray gun or brush.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	32	\$15.44	\$15.27	\$14.17	\$15.65	\$16.81	\$13.12	\$17.31
Geographic Area									
Portland Metro	9	22	\$15.03	\$14.72	\$14.16	\$14.65	\$16.80	\$12.90	\$16.93
Mid-Willamette	2	8	-	-	-	-	-	-	-
- Total Willamette	11	30	\$15.38	\$15.22	\$14.17	\$15.50	\$16.81	\$13.00	\$17.36
Surrounding Area	1	2	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	11	\$15.97	\$15.89	\$14.65	\$15.79	\$16.82	\$14.36	\$17.77
76-199	7	21	\$15.06	\$14.95	\$13.59	\$15.50	\$16.43	\$12.80	\$17.02
Revenue In Millions									
\$0 - \$2.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	20	\$14.86	\$14.75	\$14.29	\$15.08	\$15.72	\$13.59	\$15.93
\$17.0 - \$26.9	3	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	11	31	\$15.40	\$15.26	\$14.17	\$15.50	\$16.81	\$13.00	\$17.36
Retail Trade	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	12	32	\$15.44	\$15.27	\$14.17	\$15.65	\$16.81	\$13.12	\$17.31
Profit Status									
Profit	12	32	\$15.44	\$15.27	\$14.17	\$15.65	\$16.81	\$13.12	\$17.31
Match Degree									
Good Match	9	26	\$15.00	\$14.83	\$14.16	\$14.65	\$16.80	\$12.90	\$16.93
Heavy Match	3	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	20	\$12.77	**	\$11.73	\$13.24	\$14.10	\$10.81	\$14.27

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Lowest Pay	9	28	\$13.16	**	\$12.00	\$13.00	\$13.50	\$11.90	\$14.59
Highest Pay	9	28	\$16.82	**	\$15.75	\$16.00	\$17.00	\$14.84	\$19.26
Total Compensation									
Receiving / Base Pay	4	9	-	-	-	-	-	-	-
Receiving / Variable Amount	4	9	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	9	-	-	-	-	-	-	-
Receiving / Variable + Base	4	9	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	23	\$15.49	\$15.12	\$14.53	\$15.65	\$16.25	\$14.17	\$16.81
Combined / Variable + Base	12	32	\$15.66	\$15.45	\$14.17	\$15.65	\$16.81	\$14.04	\$17.96

Oregon Regional Pay Survey

General Heavy Production Labor - 6150N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General production labor job. The job typically requires the ability to follow demonstrated directions, no diploma is required and all training is typically given on-the-job, or equivalent. Incumbents perform a variety of production duties, such as tending machines, handling product, visual sorting or inspection, packing, or performing other operations that can be learned on-the-job in a short time. Incumbents may use pallet jacks to move material in the work area. Work requires frequent moving, frequent exertion of moderate to heavy physical effort or frequent standing.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	17	368	\$14.26	\$12.72	\$11.06	\$12.69	\$16.52	\$10.21	\$20.72
Geographic Area									
Portland Metro	8	140	\$15.06	\$14.43	\$11.08	\$14.25	\$17.76	\$10.58	\$21.75
Mid-Willamette	4	105	-	-	-	-	-	-	-
- Total Willamette	12	245	\$14.24	\$13.70	\$11.08	\$12.62	\$16.09	\$10.57	\$20.97
Surrounding Area	5	123	\$14.31	\$10.78	\$10.75	\$12.80	\$18.01	\$10.16	\$19.34
Employment Size									
1 - 75	10	113	\$13.85	\$13.68	\$11.07	\$12.74	\$15.63	\$10.73	\$17.11
76-199	5	93	\$16.34	\$14.48	\$12.55	\$18.01	\$20.23	\$10.70	\$20.97
200-299	2	162	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	46	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	24	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	5	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	16	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	16	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	130	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	39	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	6	-	-	-	-	-	-	-
\$200.0 and higher	2	86	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	75	\$13.79	\$12.54	\$11.07	\$12.80	\$15.31	\$10.94	\$17.66
Education Services	1	5	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	8	277	\$15.35	\$12.82	\$11.82	\$14.61	\$18.87	\$9.67	\$21.75
Services, not elsewhere classified	1	11	-	-	-	-	-	-	-
Union Status									
Union	2	116	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	15	252	\$14.08	\$12.69	\$11.07	\$12.69	\$16.23	\$10.61	\$19.34
Profit Status									
Profit	16	363	\$14.50	\$12.75	\$11.08	\$12.74	\$16.89	\$10.26	\$20.84
Non-Profit	1	5	-	-	-	-	-	-	-
Match Degree									
Light Match	2	36	-	-	-	-	-	-	-
Good Match	12	289	\$13.25	\$11.40	\$10.69	\$11.79	\$13.50	\$9.83	\$19.80
Heavy Match	3	43	-	-	-	-	-	-	-
Range of Pay									
Start Pay	15	352	\$11.60	**	\$9.13	\$10.00	\$11.23	\$9.11	\$18.12
Lowest Pay	14	260	\$12.10	**	\$10.00	\$10.85	\$11.88	\$9.29	\$18.11
Highest Pay	14	260	\$18.02	**	\$13.74	\$16.94	\$22.27	\$12.95	\$24.84
Total Compensation									
Receiving / Base Pay	4	93	-	-	-	-	-	-	-
Receiving / Variable Amount	4	93	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	93	-	-	-	-	-	-	-
Receiving / Variable + Base	4	93	-	-	-	-	-	-	-
Not Receiving / Base Pay	15	275	\$14.38	\$12.80	\$11.07	\$12.69	\$17.27	\$10.06	\$20.97
Combined / Variable + Base	17	368	\$14.38	\$12.89	\$11.06	\$12.80	\$16.90	\$10.21	\$20.72

Oregon Regional Pay Survey

General Light Production Labor - 6153N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

General production labor job, requiring the ability to follow demonstrated directions, or equivalent. The job typically requires the ability to follow demonstrated directions, no diploma is required and all training is typically given on-the-job, or equivalent. Incumbents perform a variety of production duties, such as tending machines, handling product, visual sorting or inspection, packing, or performing other operations that can be learned on-the-job in a short time. Work may require frequent moving or frequent exertion of light physical effort. Most of the time work can be performed while seated at a workbench, production line or next to a machine.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	191	\$12.77	\$12.41	\$11.69	\$12.05	\$13.37	\$10.14	\$16.27
Geographic Area									
Portland Metro	7	124	\$13.79	\$13.31	\$12.05	\$12.74	\$15.56	\$11.44	\$16.70
Mid-Willamette	4	35	-	-	-	-	-	-	-
- Total Willamette	11	159	\$12.91	\$12.74	\$11.76	\$12.18	\$13.97	\$10.74	\$15.94
Surrounding Area	5	32	\$12.45	\$10.77	\$11.53	\$11.80	\$12.76	\$10.34	\$15.07
Employment Size									
1 - 75	7	58	\$13.28	\$12.79	\$11.77	\$12.18	\$14.35	\$11.34	\$16.70
76-199	5	100	\$13.59	\$13.13	\$11.91	\$12.74	\$15.18	\$11.68	\$16.04
200-299	4	33	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	16	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	20	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	63	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	32	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	33	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	15	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	11	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	103	\$13.27	\$13.45	\$12.26	\$12.76	\$13.97	\$11.76	\$15.48
Non-Durable Goods Manufacturing	6	50	\$13.19	\$11.55	\$11.60	\$11.99	\$15.50	\$10.37	\$17.22
Retail Trade	1	16	-	-	-	-	-	-	-
Wholesale Trade	2	22	-	-	-	-	-	-	-
Union Status									
Union	2	32	-	-	-	-	-	-	-
Non-Union	14	159	\$13.06	\$12.74	\$11.75	\$12.33	\$14.58	\$10.98	\$16.41

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	15	175	\$12.98	\$12.67	\$11.76	\$12.18	\$13.97	\$11.06	\$16.34
Non-Profit	1	16	-	-	-	-	-	-	-
Match Degree									
Light Match	2	32	-	-	-	-	-	-	-
Good Match	12	157	\$12.80	\$12.74	\$11.72	\$12.05	\$13.37	\$10.82	\$15.86
Heavy Match	2	2	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	146	\$10.51	**	\$9.60	\$10.11	\$11.32	\$9.50	\$12.26
Lowest Pay	8	115	\$11.22	**	\$10.00	\$10.25	\$11.69	\$9.85	\$13.38
Highest Pay	8	115	\$14.96	**	\$13.13	\$14.72	\$16.25	\$11.93	\$17.90
Total Compensation									
Receiving / Base Pay	4	46	-	-	-	-	-	-	-
Receiving / Variable Amount	4	46	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	46	-	-	-	-	-	-	-
Receiving / Variable + Base	4	46	-	-	-	-	-	-	-
Not Receiving / Base Pay	13	145	\$12.43	\$11.78	\$11.74	\$11.91	\$12.76	\$9.78	\$15.84
Combined / Variable + Base	16	191	\$12.92	\$12.57	\$11.77	\$12.15	\$13.51	\$10.14	\$16.76

Oregon Regional Pay Survey

Food Batchmaker - 6160N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Set up and operate equipment that mixes, blends, or cooks ingredients used in the manufacturing of food products according to formulas or recipes. May modify or reformulate recipes to produce products of specific flavor, texture, and color. This occupation requires at least 1 year (and often more) of training or experience. Include such occupations as Candy Makers, Almond Paste Mixers, Cheesemakers, Flavorings Compounders, Honey Graders and Blenders.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	71	\$14.79	\$15.58	\$13.11	\$13.58	\$16.40	\$12.57	\$17.61
Geographic Area									
Mid-Willamette	4	51	-	-	-	-	-	-	-
- Total Willamette	4	51	-	-	-	-	-	-	-
Surrounding Area	3	20	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	23	-	-	-	-	-	-	-
200-299	4	48	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	6	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	15	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
\$200.0 and higher	1	27	-	-	-	-	-	-	-
Industry									
Non-Durable Goods Manufacturing	7	71	\$14.79	\$15.58	\$13.11	\$13.58	\$16.40	\$12.57	\$17.61
Union Status									
Union	2	15	-	-	-	-	-	-	-
Non-Union	5	56	\$15.47	\$16.22	\$13.58	\$16.10	\$16.70	\$12.63	\$18.06
Profit Status									
Profit	7	71	\$14.79	\$15.58	\$13.11	\$13.58	\$16.40	\$12.57	\$17.61
Match Degree									
Light Match	1	6	-	-	-	-	-	-	-
Good Match	5	51	\$15.09	\$16.50	\$13.27	\$13.58	\$16.70	\$13.08	\$18.06

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	14	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	71	\$11.43	**	\$10.65	\$11.53	\$12.31	\$9.76	\$12.93
Lowest Pay	4	50	-	**	-	-	-	-	-
Highest Pay	4	50	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	31	-	-	-	-	-	-	-
Receiving / Variable Amount	3	31	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	31	-	-	-	-	-	-	-
Receiving / Variable + Base	3	31	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	40	\$14.48	\$13.52	\$13.03	\$13.43	\$15.47	\$12.47	\$17.54
Combined / Variable + Base	7	71	\$15.03	\$15.90	\$13.11	\$13.95	\$16.66	\$12.57	\$18.21

Oregon Regional Pay Survey

Machinist - Tool Room - 6510N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Set up and operate all machine tool equipment in tool room or model shop including engine and turret lathes, milling machines, etc. Perform such operations on a wide variety of work, such as threading, forming, drilling, reaming, counter boring, undercutting, tipping, and brazing of tools. Works under general supervision from drawings, sketches and written specifications.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	10	\$23.32	\$22.58	\$22.38	\$23.16	\$23.86	\$21.40	\$25.40
Geographic Area									
Portland Metro	5	9	\$23.51	\$22.61	\$22.49	\$23.82	\$23.88	\$21.27	\$25.70
- Total Willamette	5	9	\$23.51	\$22.61	\$22.49	\$23.82	\$23.88	\$21.27	\$25.70
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	1	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	10	\$23.32	\$22.58	\$22.38	\$23.16	\$23.86	\$21.40	\$25.40
Union Status									
Union	1	3	-	-	-	-	-	-	-
Non-Union	5	7	\$23.48	\$22.62	\$22.34	\$23.82	\$23.88	\$21.21	\$25.70
Profit Status									
Profit	6	10	\$23.32	\$22.58	\$22.38	\$23.16	\$23.86	\$21.40	\$25.40
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	8	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	5	7	\$19.12	**	\$18.33	\$19.29	\$20.93	\$16.35	\$21.59
Lowest Pay	4	6	-	**	-	-	-	-	-
Highest Pay	4	6	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	8	-	-	-	-	-	-	-
Combined / Variable + Base	6	10	\$23.57	\$22.73	\$22.38	\$23.16	\$24.26	\$21.40	\$26.14

Oregon Regional Pay Survey

Tool and Die Maker III - 6515N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of tool and die maker. The job typically requires trade school and 6+ years of tool room experience, or equivalent. Under general supervision and without technical guidance, other than engineering input, performs the most difficult development work. Plans, designs, constructs or repairs a wide variety of highly intricate and complicated tools, dies, jigs, gauges, fixtures, to extremely close tolerances. Constructs tools where no design is available. Selects allowances and devises mechanism detail. Does highly skilled fitting, adjusting, and timing. Performs any tool room machine operation. Works from complicated drawings and sketches. Uses advanced shop mathematics and all types of precision measuring instruments. Typical work products include multi-station progressive dies, intricate compound dies of irregular shape, sub-press dies for parts of delicate outline and complex index milling fixtures.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	13	\$27.87	\$27.51	\$26.71	\$27.65	\$29.20	\$25.45	\$30.50
Geographic Area									
Portland Metro	4	9	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	5	10	\$27.93	\$27.51	\$26.43	\$27.75	\$29.69	\$25.25	\$30.66
Surrounding Area	1	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	2	-	-	-	-	-	-	-
76-199	3	3	-	-	-	-	-	-	-
200-299	2	8	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	13	\$27.87	\$27.51	\$26.71	\$27.65	\$29.20	\$25.45	\$30.50
Union Status									
Non-Union	6	13	\$27.87	\$27.51	\$26.71	\$27.65	\$29.20	\$25.45	\$30.50
Profit Status									
Profit	6	13	\$27.87	\$27.51	\$26.71	\$27.65	\$29.20	\$25.45	\$30.50
Match Degree									
Good Match	4	5	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	2	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	6	-	**	-	-	-	-	-
Lowest Pay	3	8	-	**	-	-	-	-	-
Highest Pay	3	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable Amount	2	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable + Base	2	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	7	-	-	-	-	-	-	-
Combined / Variable + Base	6	13	\$28.07	\$27.83	\$27.25	\$27.65	\$29.21	\$26.07	\$30.50

Oregon Regional Pay Survey

Tool and Die Maker II - 6520N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of tool and die maker. The job typically requires trade school and 3+ years of tool room experience, or equivalent. Under limited supervision and with minimal technical guidance, performs difficult development work. Plans, designs, constructs or repairs a wide variety of intricate and complicated tools, dies, jigs, gauges, fixtures, to close tolerances. Constructs complex units where design is available. Selects allowances and devises mechanism detail. Does skilled fitting, timing and adjusting. Works from complicated drawings and sketches. Uses advanced shop mathematics and all types of precision measuring instruments. Typical work products include combination dies for parts of irregular contour, ordinary index milling fixtures, box type drill jigs with difficult locating or nesting features and complicated foot press and arbor press tools.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	17	\$24.00	\$24.36	\$22.05	\$24.89	\$26.96	\$19.45	\$27.84
Geographic Area									
Portland Metro	5	14	\$24.58	\$25.18	\$22.68	\$24.89	\$26.58	\$21.92	\$27.04
Mid-Willamette	1	2	-	-	-	-	-	-	-
- Total Willamette	6	16	\$23.23	\$24.09	\$21.73	\$23.79	\$26.16	\$18.96	\$26.96
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	5	-	-	-	-	-	-	-
76-199	3	6	-	-	-	-	-	-	-
200-299	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	9	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	15	\$25.25	\$25.40	\$23.23	\$25.73	\$27.15	\$22.05	\$27.97
Non-Durable Goods Manufacturing	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	7	17	\$24.00	\$24.36	\$22.05	\$24.89	\$26.96	\$19.45	\$27.84
Profit Status									
Profit	7	17	\$24.00	\$24.36	\$22.05	\$24.89	\$26.96	\$19.45	\$27.84
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	1	2	-	-	-	-	-	-	-
Good Match	6	15	\$25.25	\$25.40	\$23.23	\$25.73	\$27.15	\$22.05	\$27.97
Range of Pay									
Start Pay	5	13	\$17.47	**	\$14.23	\$18.33	\$19.30	\$13.76	\$20.96
Lowest Pay	5	15	\$19.59	**	\$19.04	\$20.01	\$20.50	\$17.47	\$21.40
Highest Pay	5	15	\$25.98	**	\$24.02	\$28.00	\$29.02	\$19.77	\$30.77
Total Compensation									
Receiving / Base Pay	1	4	-	-	-	-	-	-	-
Receiving / Variable Amount	1	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	4	-	-	-	-	-	-	-
Receiving / Variable + Base	1	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	13	\$23.57	\$23.67	\$21.73	\$23.79	\$26.73	\$18.96	\$27.97
Combined / Variable + Base	7	17	\$24.14	\$24.60	\$22.05	\$24.89	\$27.47	\$19.45	\$28.00

Oregon Regional Pay Survey

Fabricating Machine Operator (CNC) - 6555N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Lay out and fabricate metal components; program and operate automated fabrication equipment such as CNC torch, CNC anglematic, CNC fabripunch or other CNC fabrication equipment.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44
Geographic Area									
Portland Metro	5	57	\$20.08	\$21.01	\$18.34	\$20.16	\$21.30	\$16.34	\$23.87
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44
Employment Size									
1 - 75	2	8	-	-	-	-	-	-	-
76-199	2	44	-	-	-	-	-	-	-
200-299	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	4	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	5	-	-	-	-	-	-	-
\$200.0 and higher	2	44	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44
Union Status									
Union	1	5	-	-	-	-	-	-	-
Non-Union	5	53	\$19.10	\$20.98	\$15.28	\$18.34	\$21.30	\$15.11	\$23.87
Profit Status									
Profit	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44
Match Degree									
Good Match	4	50	-	-	-	-	-	-	-
Heavy Match	2	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	49	-	**	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Lowest Pay	4	53	-	**	-	-	-	-	-
Highest Pay	4	53	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44
Combined / Variable + Base	6	58	\$19.28	\$20.91	\$16.05	\$19.25	\$21.02	\$15.14	\$23.44

Oregon Regional Pay Survey

Machine Operator - General - 6565N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate one or more production machines such as lathe, horizontal and vertical mills, boring machines, and screw machines. Perform very little, if any, set-up.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	64	\$16.05	\$15.89	\$14.44	\$16.16	\$17.66	\$13.82	\$18.43
Geographic Area									
Portland Metro	9	54	\$15.32	\$15.35	\$13.97	\$15.10	\$16.94	\$13.19	\$18.38
Mid-Willamette	1	5	-	-	-	-	-	-	-
- Total Willamette	10	59	\$15.88	\$15.81	\$14.13	\$15.53	\$18.01	\$13.50	\$18.68
Surrounding Area	2	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	17	\$14.96	\$14.85	\$14.60	\$15.10	\$16.94	\$12.29	\$17.23
76-199	5	22	\$17.59	\$18.08	\$16.36	\$18.36	\$18.44	\$14.93	\$19.87
200-299	2	25	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	16	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	11	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	28	-	-	-	-	-	-	-
\$200.0 and higher	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	43	\$15.75	\$15.36	\$13.97	\$15.10	\$17.43	\$13.19	\$18.85
Non-Durable Goods Manufacturing	1	10	-	-	-	-	-	-	-
Retail Trade	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	8	-	-	-	-	-	-	-
Union Status									
Union	3	15	-	-	-	-	-	-	-
Non-Union	9	49	\$15.87	\$15.78	\$13.97	\$15.10	\$18.36	\$13.19	\$18.92
Profit Status									
Profit	12	64	\$16.05	\$15.89	\$14.44	\$16.16	\$17.66	\$13.82	\$18.43

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	11	61	\$15.83	\$15.77	\$14.29	\$15.96	\$17.19	\$13.80	\$18.44
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	8	53	\$13.78	**	\$11.93	\$12.84	\$15.22	\$11.39	\$17.20
Lowest Pay	7	39	\$13.08	**	\$11.38	\$12.00	\$14.15	\$10.80	\$16.97
Highest Pay	7	39	\$17.33	**	\$15.00	\$17.77	\$19.25	\$13.40	\$21.91
Total Compensation									
Receiving / Base Pay	1	6	-	-	-	-	-	-	-
Receiving / Variable Amount	1	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	6	-	-	-	-	-	-	-
Receiving / Variable + Base	1	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	58	\$16.05	\$15.97	\$14.44	\$16.16	\$17.66	\$13.82	\$18.43
Combined / Variable + Base	12	64	\$16.07	\$15.92	\$14.44	\$16.16	\$17.66	\$13.82	\$18.43

Oregon Regional Pay Survey

Machinist Helper - 6570N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Makes adjustments or operates machines following instructions or prescribed practices following set up by others. Assists in loading machines, positioning work and setting up jobs. Assists production workers on various types of work. Performs minor hand operations, such as filing, deburring, cleaning, disk grinding, etc. Works under close supervision and requires 6 months to 1 year experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	16	\$14.54	\$14.82	\$13.13	\$14.88	\$15.92	\$12.59	\$16.15
Geographic Area									
Portland Metro	4	13	-	-	-	-	-	-	-
- Total Willamette	4	13	-	-	-	-	-	-	-
Surrounding Area	2	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	9	-	-	-	-	-	-	-
76-199	4	7	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	10	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	14	\$14.20	\$14.62	\$12.75	\$14.27	\$15.49	\$12.56	\$15.83
Wholesale Trade	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	6	16	\$14.54	\$14.82	\$13.13	\$14.88	\$15.92	\$12.59	\$16.15
Profit Status									
Profit	6	16	\$14.54	\$14.82	\$13.13	\$14.88	\$15.92	\$12.59	\$16.15
Match Degree									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	3	12	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	2	4	-	**	-	-	-	-	-
Lowest Pay	3	12	-	**	-	-	-	-	-
Highest Pay	3	12	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	16	\$14.54	\$14.82	\$13.13	\$14.88	\$15.92	\$12.59	\$16.15
Combined / Variable + Base	6	16	\$14.54	\$14.82	\$13.13	\$14.88	\$15.92	\$12.60	\$16.15

Oregon Regional Pay Survey

Machinist III - 6580N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of skilled machinist work. The job typically requires a technical degree and 5+ years of experience, or equivalent. Without technical supervision performs the most complex machining and fitting of all kinds of parts, tools, and machines in support of production operations or job shop machining. Lays out work from blueprints, sketches, and written specifications. Sets up and operates all available machine tools and performs progressive machining operations on work involving very close tolerances or unusual requirements. Determines operation sequences. Uses skillfully all machinists' hand tools and measuring instruments. Familiar with working properties of all materials. Programs CNC machine tools in the course of making parts. Fits and assembles where necessary. At this level machinists serve as technical resources for less experienced machinists. This is not a production machine tool operator.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	13	101	\$24.38	\$22.32	\$21.32	\$25.16	\$26.77	\$19.57	\$28.46
Geographic Area									
Portland Metro	8	81	\$24.97	\$21.94	\$23.88	\$25.47	\$26.93	\$22.01	\$27.80
Mid-Willamette	3	14	-	-	-	-	-	-	-
- Total Willamette	11	95	\$25.13	\$22.45	\$23.78	\$25.77	\$27.09	\$21.07	\$28.72
Surrounding Area	2	6	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	20	\$23.86	\$22.76	\$21.70	\$24.37	\$26.37	\$20.13	\$27.09
76-199	3	39	-	-	-	-	-	-	-
200-299	3	35	-	-	-	-	-	-	-
300+	1	7	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	6	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	10	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	38	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	24	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	19	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	100	\$24.18	\$22.28	\$21.26	\$24.57	\$26.86	\$19.38	\$28.59
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	10	-	-	-	-	-	-	-
Non-Union	11	91	\$24.44	\$21.92	\$22.45	\$25.16	\$26.73	\$21.07	\$27.40

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	13	101	\$24.38	\$22.32	\$21.32	\$25.16	\$26.77	\$19.57	\$28.46
Match Degree									
Good Match	12	100	\$24.19	\$22.28	\$21.26	\$24.57	\$26.93	\$19.38	\$28.59
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	28	\$21.44	**	\$19.10	\$21.56	\$22.81	\$17.13	\$25.62
Lowest Pay	10	98	\$20.30	**	\$17.95	\$20.69	\$22.21	\$15.00	\$23.54
Highest Pay	10	98	\$25.79	**	\$22.77	\$26.10	\$28.85	\$21.22	\$29.96
Total Compensation									
Receiving / Base Pay	4	21	-	-	-	-	-	-	-
Receiving / Variable Amount	4	21	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	21	-	-	-	-	-	-	-
Receiving / Variable + Base	4	21	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	80	\$24.24	\$21.78	\$21.32	\$23.98	\$27.40	\$19.02	\$28.76
Combined / Variable + Base	13	101	\$24.55	\$22.50	\$21.32	\$25.64	\$27.14	\$19.60	\$28.46

Oregon Regional Pay Survey

Machinist II - 6584N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of skilled machinist work. The job typically requires a technical degree and 2+ years of experience, or equivalent. Under limited supervision, performs complex machining operations in support of production operations or job shop machining. Operates various types of machine tools and performs progressive machining operations for metal parts, tools and machines with close tolerances or high finish requirements. Fits and assembles where necessary, using machinists' hand tools and measuring instruments. Has familiarity with working properties of various materials. May program CNC machines in the course of making parts. This is not a production machine tool operator.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	103	\$18.91	\$19.08	\$16.57	\$19.98	\$21.23	\$13.55	\$22.09
Geographic Area									
Portland Metro	9	90	\$19.15	\$19.22	\$16.86	\$19.98	\$21.14	\$15.60	\$21.90
Mid-Willamette	1	6	-	-	-	-	-	-	-
- Total Willamette	10	96	\$18.59	\$18.86	\$16.43	\$19.70	\$20.93	\$13.48	\$21.62
Surrounding Area	1	7	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	33	\$19.05	\$18.73	\$16.57	\$19.98	\$21.23	\$15.19	\$22.47
76-199	2	17	-	-	-	-	-	-	-
200-299	2	53	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	15	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	15	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	10	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	13	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	40	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	9	91	\$19.42	\$19.44	\$19.42	\$20.30	\$21.33	\$13.40	\$22.51
Services, not elsewhere classified	1	11	-	-	-	-	-	-	-
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	8	-	-	-	-	-	-	-
Non-Union	10	95	\$18.38	\$18.65	\$16.43	\$19.70	\$20.93	\$13.48	\$21.41

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	11	103	\$18.91	\$19.08	\$16.57	\$19.98	\$21.23	\$13.55	\$22.09
Match Degree									
Light Match	1	11	-	-	-	-	-	-	-
Good Match	9	84	\$18.61	\$18.96	\$16.86	\$19.98	\$21.14	\$13.40	\$21.48
Heavy Match	1	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	57	\$15.40	**	\$12.24	\$17.01	\$17.56	\$12.14	\$17.90
Lowest Pay	8	93	\$15.31	**	\$12.25	\$16.60	\$17.63	\$11.41	\$18.17
Highest Pay	8	93	\$20.39	**	\$16.43	\$21.63	\$23.38	\$15.84	\$24.30
Total Compensation									
Receiving / Base Pay	6	72	\$18.05	\$18.62	\$14.24	\$18.30	\$20.93	\$13.19	\$22.66
Receiving / Variable Amount	6	72	\$0.46	\$0.63	\$0.18	\$0.36	\$0.75	\$0.14	\$0.87
Receiving / % of Base Pay	6	72	2.74%	3.48%	1.27%	1.87%	3.87%	0.85%	5.49%
Receiving / Variable + Base	6	72	\$18.51	\$19.25	\$14.42	\$18.86	\$21.51	\$13.69	\$22.97
Not Receiving / Base Pay	7	31	\$19.47	\$20.15	\$18.14	\$19.98	\$20.82	\$16.63	\$21.63
Combined / Variable + Base	11	103	\$19.16	\$19.57	\$16.70	\$19.98	\$21.48	\$13.71	\$22.09

Oregon Regional Pay Survey

Machinist I - 6587N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of skilled machinist work. The job typically requires a technical degree in machining and little or no work experience, or equivalent. Operates alternately more than one type of machine tool such as grinders, millers, drill presses, lathes, etc., on machining operations of moderate complexity. Projects have some diversity and may be in support of production operations or job shop machining. This is not a production machine tool operator.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	12	\$19.66	\$18.87	\$16.99	\$18.98	\$22.03	\$14.90	\$25.09
Geographic Area									
Portland Metro	4	8	-	-	-	-	-	-	-
Mid-Willamette	2	4	-	-	-	-	-	-	-
- Total Willamette	6	12	\$19.66	\$18.87	\$16.99	\$18.98	\$22.03	\$14.90	\$25.09
Employment Size									
1 - 75	2	2	-	-	-	-	-	-	-
76-199	1	2	-	-	-	-	-	-	-
200-299	2	7	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	8	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	12	\$19.66	\$18.87	\$16.99	\$18.98	\$22.03	\$14.90	\$25.09
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	5	11	\$18.12	\$18.10	\$16.53	\$18.36	\$19.60	\$14.57	\$21.54
Profit Status									
Profit	6	12	\$19.66	\$18.87	\$16.99	\$18.98	\$22.03	\$14.90	\$25.09
Match Degree									
Good Match	5	9	\$19.02	\$17.55	\$16.53	\$18.36	\$19.60	\$14.57	\$24.24
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	4	8	-	**	-	-	-	-	-
Lowest Pay	4	10	-	**	-	-	-	-	-
Highest Pay	4	10	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	7	-	-	-	-	-	-	-
Receiving / Variable Amount	3	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	7	-	-	-	-	-	-	-
Receiving / Variable + Base	3	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	3	5	-	-	-	-	-	-	-
Combined / Variable + Base	6	12	\$23.30	\$21.01	\$17.74	\$18.98	\$22.03	\$15.82	\$35.09

Oregon Regional Pay Survey

Machinist Specialist - 6588N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Sets up and operates without assistance, one or a limited number of machine tools, such as lathes, drills, milling machines. Determines setup need and applies any jigs or special attachments to perform the production machining. Reads blueprints and drawings. Checks machining operation against specified tolerances using micrometers, vernier calipers or other precision measuring tools. Works under limited supervision and usually has a minimum of 2 years experience. May progress to Journey Machinist level.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	40	\$22.47	\$25.20	\$17.34	\$24.45	\$27.17	\$15.37	\$28.21
Geographic Area									
Portland Metro	3	7	-	-	-	-	-	-	-
Mid-Willamette	2	20	-	-	-	-	-	-	-
- Total Willamette	5	27	\$23.10	\$26.66	\$19.24	\$24.45	\$27.98	\$16.87	\$28.33
Surrounding Area	2	13	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	7	-	-	-	-	-	-	-
76-199	1	5	-	-	-	-	-	-	-
200-299	1	8	-	-	-	-	-	-	-
300+	2	20	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	2	4	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	13	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	20	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	40	\$22.47	\$25.20	\$17.34	\$24.45	\$27.17	\$15.37	\$28.21
Union Status									
Union	3	23	-	-	-	-	-	-	-
Non-Union	4	17	-	-	-	-	-	-	-
Profit Status									
Profit	7	40	\$22.47	\$25.20	\$17.34	\$24.45	\$27.17	\$15.37	\$28.21
Match Degree									
Good Match	6	32	\$21.83	\$24.91	\$16.38	\$21.84	\$27.10	\$15.36	\$28.27

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	23	-	**	-	-	-	-	-
Lowest Pay	3	26	-	**	-	-	-	-	-
Highest Pay	3	26	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable Amount	2	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable + Base	2	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	35	\$22.72	\$25.75	\$15.43	\$26.36	\$27.98	\$15.35	\$28.33
Combined / Variable + Base	7	40	\$25.35	\$26.21	\$17.40	\$26.36	\$28.27	\$15.37	\$34.92

Oregon Regional Pay Survey

NC/CNC Programmer - 6605N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Prepares simple operating programs or continuous path and point numeric or computer numeric controlled machinery. Develops and proof tests CNC programs for each planned machining operation. Plans processing sequences. Prepares and checks programs. Trains and instructs shop personnel in program operation/function. May develop time/cost estimates for proposed work as required. Typically requires related training and at least 2 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	28	\$26.17	\$25.74	\$24.07	\$26.02	\$28.38	\$21.72	\$30.55
Geographic Area									
Portland Metro	8	10	\$27.70	\$27.10	\$24.84	\$27.58	\$29.78	\$24.47	\$31.60
Mid-Willamette	5	8	\$24.68	\$24.32	\$22.51	\$24.36	\$27.91	\$21.32	\$28.02
- Total Willamette	13	18	\$26.54	\$25.87	\$24.46	\$27.07	\$28.10	\$22.88	\$31.06
Surrounding Area	3	10	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	5	-	-	-	-	-	-	-
76-199	8	15	\$24.92	\$24.27	\$23.01	\$24.47	\$25.49	\$22.04	\$28.49
200-299	4	8	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	5	14	\$26.80	\$26.06	\$24.48	\$24.96	\$29.58	\$23.70	\$30.91
\$27.0 - \$54.9	3	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	2	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	16	28	\$26.17	\$25.74	\$24.07	\$26.02	\$28.38	\$21.72	\$30.55
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	15	27	\$25.97	\$25.61	\$23.77	\$24.96	\$28.10	\$21.56	\$30.74
Profit Status									
Profit	16	28	\$26.17	\$25.74	\$24.07	\$26.02	\$28.38	\$21.72	\$30.55

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	11	20	\$26.42	\$25.98	\$23.77	\$24.96	\$29.39	\$22.51	\$31.52
Heavy Match	5	8	\$25.62	\$25.15	\$24.48	\$27.07	\$27.91	\$22.11	\$28.02
Range of Pay									
Start Pay	6	11	\$18.65	**	\$17.53	\$18.72	\$19.43	\$17.10	\$20.12
Lowest Pay	5	11	\$19.20	**	\$18.00	\$18.00	\$19.48	\$17.41	\$21.89
Highest Pay	5	11	\$25.92	**	\$25.50	\$25.52	\$28.00	\$22.55	\$29.20
Total Compensation									
Receiving / Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable Amount	2	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	3	-	-	-	-	-	-	-
Receiving / Variable + Base	2	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	25	\$25.97	\$25.50	\$23.48	\$24.72	\$28.92	\$21.40	\$30.94
Combined / Variable + Base	16	28	\$26.25	\$25.79	\$24.07	\$26.44	\$28.55	\$21.72	\$30.55

Oregon Regional Pay Survey

CNC Machining Center Operator III - 6617N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of CNC machining center operator. The job typically requires 5+ years of combined formal training and experience, or equivalent. Requires a broad knowledge of machining techniques and familiarity with computer numerically controlled machine tool operating procedures. Setups involve familiarity with and understanding of program formats involving combinations of operations such as profile and contour milling, boring, recessing, turning, drilling, threading, etc., to the capacity of the machine and control factor. Performs advanced setup operations, adjusts and checks out programming and operates numerically controlled machine tools to perform a complex series of progressive machining operations on a diversified line of work to close and exacting tolerances and finish specifications requiring a high degree of skill. May set up machines for and instruct other operators. Checks parts for conformance to specifications. Operators may run more than one unit simultaneously.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	54	\$23.52	\$23.97	\$22.38	\$24.19	\$25.46	\$18.10	\$26.27
Geographic Area									
Portland Metro	7	26	\$22.76	\$23.33	\$19.70	\$24.13	\$25.23	\$17.99	\$26.78
Mid-Willamette	2	9	-	-	-	-	-	-	-
- Total Willamette	9	35	\$23.20	\$23.44	\$21.29	\$24.13	\$25.97	\$18.05	\$26.52
Surrounding Area	2	19	-	-	-	-	-	-	-
Employment Size									
1 - 75	6	31	\$23.12	\$23.63	\$21.84	\$23.80	\$24.18	\$19.70	\$25.87
76-199	3	9	-	-	-	-	-	-	-
200-299	2	14	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	2	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	13	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	23	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	53	\$24.06	\$24.08	\$23.64	\$24.57	\$25.72	\$20.94	\$26.40
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	11	54	\$23.52	\$23.97	\$22.38	\$24.19	\$25.46	\$18.10	\$26.27
Profit Status									
Profit	11	54	\$23.52	\$23.97	\$22.38	\$24.19	\$25.46	\$18.10	\$26.27

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	9	45	\$23.25	\$24.01	\$21.29	\$24.19	\$24.95	\$18.05	\$26.52
Heavy Match	2	9	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	24	\$18.72	**	\$17.53	\$18.71	\$19.70	\$16.83	\$20.63
Lowest Pay	6	34	\$17.84	**	\$17.14	\$18.00	\$18.55	\$16.51	\$19.00
Highest Pay	6	34	\$25.28	**	\$24.28	\$26.26	\$27.15	\$20.94	\$28.63
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	53	\$24.06	\$24.08	\$23.64	\$24.57	\$25.72	\$20.94	\$26.40
Combined / Variable + Base	11	54	\$23.54	\$23.97	\$22.38	\$24.19	\$25.46	\$18.34	\$26.27

Oregon Regional Pay Survey

CNC Machining Center Operator II - 6620N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of CNC machining center operator. The job typically requires knowledge of machining techniques and methods and familiarity with computer numerically controlled machine tool operating procedures, plus the ability to follow written instructions and read blueprint specifications and 2+ years of experience, or equivalent. Sets up, adjusts and checks out programming, and operates numerically controlled machine tools to perform a series of progressive machining operations on repetitive work to close and exacting tolerances and finish specifications requiring considerable skill. Works from programming instructions, operational data and machine setup instructions defining and coding tool arrangements, material clamping methods, machine calibrations and console settings, for operations such as bore, mill, drill, face, thread and occasional profiling and contouring. Checks parts for conformance to specifications. Operators may run more than one unit simultaneously.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73
Geographic Area									
Portland Metro	6	21	\$21.81	\$22.91	\$19.47	\$19.98	\$24.25	\$18.90	\$26.55
Mid-Willamette	2	18	-	-	-	-	-	-	-
- Total Willamette	8	39	\$21.54	\$21.92	\$19.54	\$20.46	\$22.07	\$19.12	\$26.14
Surrounding Area	2	13	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	28	\$22.60	\$22.70	\$19.57	\$20.91	\$25.53	\$19.49	\$26.75
76-199	3	5	-	-	-	-	-	-	-
200-299	2	19	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	11	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	19	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	13	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	7	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73
Union Status									
Non-Union	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73
Profit Status									
Profit	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	7	33	\$21.55	\$22.26	\$18.90	\$20.39	\$23.38	\$18.34	\$26.34
Heavy Match	3	19	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	18	\$16.71	**	\$16.06	\$17.37	\$17.97	\$14.69	\$18.21
Lowest Pay	6	35	\$17.22	**	\$16.41	\$17.88	\$18.13	\$15.50	\$18.27
Highest Pay	6	35	\$23.92	**	\$22.16	\$24.34	\$25.67	\$21.29	\$26.15
Total Compensation									
Not Receiving / Base Pay	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73
Combined / Variable + Base	10	52	\$21.18	\$21.69	\$19.47	\$20.46	\$21.15	\$18.36	\$25.73

Oregon Regional Pay Survey

CNC Machining Center Operator I - 6622N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First of three levels of CNC machining center operator. The job typically requires the ability to follow written instructions and read blueprint specifications, or equivalent. Operates and adjusts semi-automatic or automatic numerically controlled machine tools to perform standard and repetitive sequences of operations where programs are provided and setups are often made and maintained by others. Requires knowledge of operations include drilling, boring and milling, turning, etc., employing recognized tooling and procedures and where tolerances are close, but not difficult to maintain. Checks parts for conformance to specifications.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77
Geographic Area									
Portland Metro	5	29	\$16.69	\$16.25	\$16.31	\$16.48	\$17.46	\$15.63	\$17.81
Mid-Willamette	2	10	-	-	-	-	-	-	-
- Total Willamette	7	39	\$17.13	\$16.73	\$16.40	\$17.46	\$18.05	\$15.85	\$18.19
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	12	-	-	-	-	-	-	-
76-199	2	5	-	-	-	-	-	-	-
200-299	4	23	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	10	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	18	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	8	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77
Union Status									
Non-Union	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77
Profit Status									
Profit	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77
Match Degree									
Good Match	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	3	25	-	**	-	-	-	-	-
Lowest Pay	5	36	\$13.91	**	\$12.50	\$14.93	\$15.00	\$11.30	\$15.98
Highest Pay	5	36	\$19.50	**	\$18.00	\$20.16	\$20.73	\$17.88	\$20.77
Total Compensation									
Not Receiving / Base Pay	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77
Combined / Variable + Base	8	40	\$17.86	\$16.88	\$16.44	\$17.75	\$18.14	\$15.97	\$19.77

Oregon Regional Pay Survey

Machine Tool Operator III - 6630N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of machine tool operator. The job typically requires the ability to follow written instructions and read blueprint specifications and 2+ years of experience, or equivalent. Under limited supervision, sets up and operates alternately more than one type of production machine tool such as grinders, millers, drill presses, lathes, etc., on complicated production work involving difficult operations, close tolerances, and difficult set-ups of parts of irregular shapes. Either determines feeds, speeds, tooling and operation sequence for considerable range of difficult operations or sets up pursuant to feeds, etc., prescribed in drawings or lay-outs. Machines may have numeric controls. Does not include employees engaged primarily to operate one classification of machine tool surveyed separately.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	58	\$19.57	\$18.65	\$17.73	\$19.44	\$22.25	\$16.18	\$23.10
Geographic Area									
Portland Metro	5	57	\$18.87	\$18.57	\$17.25	\$19.16	\$19.71	\$15.97	\$21.75
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	6	58	\$19.57	\$18.65	\$17.73	\$19.44	\$22.25	\$16.18	\$23.10
Employment Size									
1 - 75	4	14	-	-	-	-	-	-	-
200-299	2	44	-	-	-	-	-	-	-
Revenue In Millions									
\$12.0 - \$16.9	3	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	34	-	-	-	-	-	-	-
\$200.0 and higher	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	58	\$19.57	\$18.65	\$17.73	\$19.44	\$22.25	\$16.18	\$23.10
Union Status									
Non-Union	6	58	\$19.57	\$18.65	\$17.73	\$19.44	\$22.25	\$16.18	\$23.10
Profit Status									
Profit	6	58	\$19.57	\$18.65	\$17.73	\$19.44	\$22.25	\$16.18	\$23.10
Match Degree									
Light Match	1	7	-	-	-	-	-	-	-
Good Match	5	51	\$20.04	\$18.84	\$19.16	\$19.71	\$23.09	\$16.73	\$23.10

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	3	51	-	**	-	-	-	-	-
Lowest Pay	3	51	-	**	-	-	-	-	-
Highest Pay	3	51	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	34	-	-	-	-	-	-	-
Receiving / Variable Amount	1	34	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	34	-	-	-	-	-	-	-
Receiving / Variable + Base	1	34	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	24	\$19.65	\$17.93	\$17.25	\$19.71	\$23.09	\$15.97	\$23.10
Combined / Variable + Base	6	58	\$19.69	\$19.07	\$17.87	\$19.79	\$22.29	\$16.18	\$23.10

Oregon Regional Pay Survey

Production Operator - 6810N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Working from standard procedures, fabricate, assemble, and/or test discrete parts, microelectronics/mechanical/electrical assemblies, or final products. Perform routine production line tasks to quality and quantity standards defined by the work area using hand tools and/or operating equipment. Must have the ability to read and understand instructions, ability to use hand tools, manual dexterity, and basic numerical ability (add, subtract, multiply, and divide). May provide instruction and training to a crew (non-supervisory).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	173	\$18.19	\$17.22	\$15.58	\$18.04	\$20.01	\$14.81	\$21.67
Geographic Area									
Portland Metro	4	50	-	-	-	-	-	-	-
Mid-Willamette	3	20	-	-	-	-	-	-	-
- Total Willamette	7	70	\$18.92	\$18.85	\$16.81	\$19.03	\$20.36	\$14.77	\$22.63
Surrounding Area	2	103	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	28	-	-	-	-	-	-	-
76-199	3	25	-	-	-	-	-	-	-
200-299	2	19	-	-	-	-	-	-	-
300+	2	101	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	2	28	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	118	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	17	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	162	\$18.51	\$17.22	\$15.87	\$18.04	\$20.36	\$14.77	\$22.63
Retail Trade	1	5	-	-	-	-	-	-	-
Wholesale Trade	1	6	-	-	-	-	-	-	-
Union Status									
Union	3	106	-	-	-	-	-	-	-
Non-Union	6	67	\$17.82	\$18.56	\$16.20	\$18.54	\$19.77	\$14.57	\$20.36
Profit Status									
Profit	9	173	\$18.19	\$17.22	\$15.58	\$18.04	\$20.01	\$14.81	\$21.67

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	14	-	-	-	-	-	-	-
Good Match	5	123	\$18.65	\$16.69	\$16.16	\$18.04	\$20.01	\$14.59	\$23.31
Heavy Match	3	36	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	120	-	**	-	-	-	-	-
Lowest Pay	5	145	\$13.64	**	\$14.00	\$14.00	\$14.21	\$12.50	\$14.38
Highest Pay	5	145	\$22.72	**	\$18.24	\$20.52	\$27.08	\$16.60	\$30.19
Total Compensation									
Receiving / Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable Amount	2	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable + Base	2	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	167	\$17.81	\$17.14	\$15.87	\$18.04	\$19.52	\$15.40	\$20.29
Combined / Variable + Base	9	173	\$20.49	\$17.58	\$15.58	\$18.04	\$20.01	\$14.95	\$25.67

Oregon Regional Pay Survey

Metal Pourer/Caster - 6815N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Pour and regulate the flow of molten metal into molds to produce castings or ingots of specific quality and size by operating hand controlled mechanisms adjunctive to specialized machinery and equipment. Include such occupations as Steel Pourers, Casters, Ladle and Metal Pourers.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	27	\$18.68	\$19.50	\$15.99	\$19.45	\$21.18	\$14.09	\$22.51
Geographic Area									
Portland Metro	3	15	-	-	-	-	-	-	-
Mid-Willamette	3	12	-	-	-	-	-	-	-
- Total Willamette	6	27	\$18.68	\$19.50	\$15.99	\$19.45	\$21.18	\$14.09	\$22.51
Employment Size									
1 - 75	1	2	-	-	-	-	-	-	-
76-199	2	10	-	-	-	-	-	-	-
200-299	2	9	-	-	-	-	-	-	-
300+	1	6	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	27	\$18.68	\$19.50	\$15.99	\$19.45	\$21.18	\$14.09	\$22.51
Union Status									
Union	2	11	-	-	-	-	-	-	-
Non-Union	4	16	-	-	-	-	-	-	-
Profit Status									
Profit	6	27	\$18.68	\$19.50	\$15.99	\$19.45	\$21.18	\$14.09	\$22.51
Match Degree									
Light Match	1	5	-	-	-	-	-	-	-
Good Match	4	18	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	11	-	**	-	-	-	-	-
Lowest Pay	3	11	-	**	-	-	-	-	-
Highest Pay	3	11	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	3	12	-	-	-	-	-	-	-
Receiving / Variable Amount	3	12	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	12	-	-	-	-	-	-	-
Receiving / Variable + Base	3	12	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	15	-	-	-	-	-	-	-
Combined / Variable + Base	6	27	\$22.23	\$24.10	\$16.42	\$19.45	\$21.18	\$14.74	\$32.51

Oregon Regional Pay Survey

Sandblast Operator - 6820N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate sand and recovery equipment to remove adhering sand and scale from or to impart specified finish to casting surfaces. Position and turn castings to completely blast all surfaces. Adjust mixture of air and abrasive to suit requirements. Service sand tanks, replace worn nozzles.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	14	\$17.36	\$16.59	\$16.04	\$18.36	\$18.95	\$13.28	\$20.26
Geographic Area									
Portland Metro	4	9	-	-	-	-	-	-	-
Mid-Willamette	2	4	-	-	-	-	-	-	-
- Total Willamette	6	13	\$17.79	\$16.73	\$17.57	\$18.62	\$18.99	\$14.17	\$20.58
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	2	4	-	-	-	-	-	-	-
200-299	2	7	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	7	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	7	14	\$17.36	\$16.59	\$16.04	\$18.36	\$18.95	\$13.28	\$20.26
Union Status									
Union	3	3	-	-	-	-	-	-	-
Non-Union	4	11	-	-	-	-	-	-	-
Profit Status									
Profit	7	14	\$17.36	\$16.59	\$16.04	\$18.36	\$18.95	\$13.28	\$20.26
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	2	5	-	-	-	-	-	-	-
Heavy Match	4	8	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	2	5	-	**	-	-	-	-	-
Lowest Pay	2	5	-	**	-	-	-	-	-
Highest Pay	2	5	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	13	\$17.79	\$16.73	\$17.57	\$18.62	\$18.99	\$14.17	\$20.58
Combined / Variable + Base	7	14	\$17.36	\$16.59	\$16.05	\$18.36	\$18.95	\$13.30	\$20.26

Oregon Regional Pay Survey

Welder III - 6835N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Advanced level of production welding. The job typically requires technical training in welding and 3+ years of related experience, or equivalent. May require special certification. Under limited supervision and minimal technical guidance, positions material to be welded and applies hand-eye coordination to achieve the desired weld. Materials welded may include steel, stainless, aluminum, or other alloys, and the methods may include gas welding, shielded metal arc, gas-tungsten arc, gas-metal arc or submerged arc. All-position welding may be required. The variety of applications requires an ability to plan, layout and perform diversified work, which may be characterized as short run production or job shop (custom work). Includes high pressure and code welding or other work involving critical safety and load requirements or welding where appearance is critical. Regulates heat and feed and may select electrodes, tips and rods. Works from more complex specifications, drawings, prints and welding symbols. May provide technical direction to others.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	25	204	\$20.27	\$19.96	\$18.46	\$20.06	\$22.13	\$16.81	\$24.15
Geographic Area									
Portland Metro	14	96	\$21.51	\$21.77	\$20.47	\$21.95	\$23.48	\$17.29	\$25.49
Mid-Willamette	7	71	\$18.35	\$17.66	\$17.90	\$18.52	\$19.36	\$16.78	\$19.70
- Total Willamette	21	167	\$20.46	\$20.02	\$18.52	\$20.28	\$22.43	\$16.70	\$24.59
Surrounding Area	4	37	-	-	-	-	-	-	-
Employment Size									
1 - 75	13	95	\$21.22	\$20.52	\$19.25	\$21.57	\$22.13	\$17.80	\$25.62
76-199	9	98	\$19.52	\$19.59	\$18.46	\$19.97	\$22.43	\$14.86	\$23.47
200-299	2	7	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	5	8	\$21.10	\$20.79	\$19.25	\$20.28	\$21.73	\$18.54	\$24.39
\$3.0 - \$6.9	2	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	7	46	\$19.18	\$19.21	\$16.02	\$20.06	\$21.66	\$14.39	\$23.41
\$17.0 - \$26.9	6	116	\$21.30	\$20.34	\$20.23	\$21.58	\$23.13	\$18.86	\$23.48
\$27.0 - \$54.9	3	8	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	16	-	-	-	-	-	-	-
Industry									
Construction	1	30	-	-	-	-	-	-	-
Durable Goods Manufacturing	20	167	\$20.42	\$20.40	\$18.63	\$20.66	\$22.21	\$16.56	\$23.60
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Wholesale Trade	1	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	44	-	-	-	-	-	-	-
Non-Union	23	160	\$20.15	\$19.51	\$18.26	\$19.97	\$22.09	\$16.76	\$24.37
Profit Status									
Profit	25	204	\$20.27	\$19.96	\$18.46	\$20.06	\$22.13	\$16.81	\$24.15
Match Degree									
Light Match	2	5	-	-	-	-	-	-	-
Good Match	20	160	\$20.47	\$20.15	\$18.41	\$20.02	\$22.69	\$16.95	\$24.72
Heavy Match	3	39	-	-	-	-	-	-	-
Range of Pay									
Start Pay	16	130	\$16.92	**	\$15.28	\$17.35	\$18.51	\$13.02	\$19.50
Lowest Pay	15	143	\$16.27	**	\$14.50	\$17.02	\$18.17	\$12.20	\$18.80
Highest Pay	15	143	\$21.70	**	\$18.80	\$20.65	\$25.26	\$17.85	\$26.15
Total Compensation									
Receiving / Base Pay	4	42	-	-	-	-	-	-	-
Receiving / Variable Amount	4	42	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	42	-	-	-	-	-	-	-
Receiving / Variable + Base	4	42	-	-	-	-	-	-	-
Not Receiving / Base Pay	21	162	\$20.39	\$20.16	\$18.52	\$20.28	\$22.13	\$16.70	\$24.59
Combined / Variable + Base	25	204	\$20.37	\$20.07	\$18.46	\$20.06	\$22.13	\$16.81	\$24.87

Oregon Regional Pay Survey

Welder II - 6840N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

First level of production welding. The job typically requires technical training in welding and experience of less than 1 year, or equivalent. With readily available supervision and technical guidance, positions material to be welded, using standard fixtures in most cases, and applies hand-eye coordination to achieve the desired weld. Materials welded may include steel, stainless, aluminum or various alloys and the methods may include gas welding, shielded metal arc, gas-tungsten arc, gas-metal arc or submerged arc, but the variety of applications tends to be limited to standard products and materials where plans are specified, welding positions are routine and work may be characterized as longer production runs. Regulates heat and feed and may select electrodes, tips and rods. Works from specifications, drawings, prints and welding symbols.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	25	178	\$18.59	\$18.21	\$16.66	\$18.05	\$20.27	\$15.56	\$22.23
Geographic Area									
Portland Metro	13	88	\$18.32	\$17.47	\$16.05	\$18.05	\$19.15	\$15.39	\$22.43
Mid-Willamette	6	24	\$19.53	\$19.32	\$18.09	\$20.26	\$21.00	\$17.02	\$21.32
- Total Willamette	19	112	\$18.70	\$17.86	\$16.82	\$18.23	\$20.65	\$15.77	\$21.68
Surrounding Area	6	66	\$18.22	\$18.81	\$16.27	\$17.52	\$19.38	\$15.61	\$21.53
Employment Size									
1 - 75	12	46	\$18.43	\$17.29	\$17.42	\$17.92	\$19.36	\$15.47	\$21.26
76-199	7	103	\$19.59	\$18.66	\$17.05	\$20.27	\$21.91	\$15.98	\$22.90
200-299	4	21	-	-	-	-	-	-	-
300+	2	8	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	15	-	-	-	-	-	-	-
\$12.0 - \$16.9	6	83	\$18.35	\$18.41	\$16.38	\$17.71	\$19.72	\$15.66	\$21.68
\$17.0 - \$26.9	2	11	-	-	-	-	-	-	-
\$27.0 - \$54.9	4	17	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	13	-	-	-	-	-	-	-
\$200.0 and higher	1	26	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	22	173	\$18.54	\$18.21	\$16.74	\$17.82	\$20.27	\$15.88	\$22.63
Utilities	2	3	-	-	-	-	-	-	-
Wholesale Trade	1	2	-	-	-	-	-	-	-
Union Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union	3	19	-	-	-	-	-	-	-
Non-Union	22	159	\$18.41	\$18.14	\$16.20	\$17.82	\$20.18	\$15.39	\$22.64
Profit Status									
Profit	25	178	\$18.59	\$18.21	\$16.66	\$18.05	\$20.27	\$15.56	\$22.23
Match Degree									
Light Match	2	14	-	-	-	-	-	-	-
Good Match	21	161	\$18.47	\$18.41	\$16.66	\$17.60	\$20.25	\$15.88	\$22.78
Heavy Match	2	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	15	120	\$15.38	**	\$13.58	\$15.56	\$16.31	\$12.79	\$16.96
Lowest Pay	17	138	\$15.69	**	\$14.25	\$15.74	\$16.00	\$13.21	\$18.42
Highest Pay	17	138	\$20.36	**	\$18.40	\$19.88	\$22.50	\$17.32	\$23.78
Total Compensation									
Receiving / Base Pay	5	58	\$18.45	\$18.13	\$16.05	\$18.05	\$21.24	\$14.89	\$22.16
Receiving / Variable Amount	5	58	\$4.73	\$3.14	\$0.69	\$1.20	\$1.50	\$0.42	\$12.60
Receiving / % of Base Pay	5	58	22.85%	15.91%	3.84%	5.28%	9.32%	2.54%	60.23%
Receiving / Variable + Base	5	58	\$23.17	\$21.26	\$17.55	\$18.74	\$23.98	\$15.63	\$34.34
Not Receiving / Base Pay	20	120	\$18.62	\$18.26	\$16.91	\$17.92	\$20.26	\$15.83	\$21.57
Combined / Variable + Base	25	178	\$19.53	\$19.24	\$16.99	\$18.23	\$20.27	\$15.56	\$23.61

Oregon Regional Pay Survey

Welder I - 6845N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Uses arc or gas welding equipment together with atmospheric control equipment on relatively simple parts and products following prescribed methods. Generally works under direction of supervision or higher classified employees.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	69	\$16.20	\$17.49	\$14.70	\$16.19	\$16.92	\$14.01	\$20.37
Geographic Area									
Portland Metro	7	54	\$16.38	\$18.32	\$14.85	\$16.19	\$16.92	\$14.72	\$18.36
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	9	56	\$15.87	\$18.17	\$14.84	\$16.19	\$16.82	\$14.04	\$17.69
Surrounding Area	2	13	-	-	-	-	-	-	-
Employment Size									
1 - 75	8	26	\$15.31	\$15.63	\$14.77	\$15.52	\$16.36	\$13.79	\$16.88
76-199	2	42	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	15	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	5	41	\$16.95	\$19.21	\$14.85	\$16.19	\$20.37	\$13.15	\$20.93
\$200.0 and higher	1	12	-	-	-	-	-	-	-
Industry									
Construction	1	1	-	-	-	-	-	-	-
Durable Goods Manufacturing	9	67	\$16.66	\$17.59	\$14.84	\$16.19	\$17.02	\$14.44	\$20.56
Other (please specify)	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	10	68	\$15.69	\$17.44	\$14.62	\$15.52	\$16.67	\$13.81	\$17.36
Profit Status									
Profit	11	69	\$16.20	\$17.49	\$14.70	\$16.19	\$16.92	\$14.01	\$20.37
Match Degree									
Good Match	11	69	\$16.20	\$17.49	\$14.70	\$16.19	\$16.92	\$14.01	\$20.37

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Range of Pay									
Start Pay	6	46	\$13.85	**	\$12.07	\$12.49	\$14.71	\$11.53	\$17.53
Lowest Pay	7	54	\$13.80	**	\$11.88	\$12.50	\$15.00	\$11.45	\$16.74
Highest Pay	7	54	\$19.05	**	\$16.81	\$18.09	\$20.08	\$16.57	\$23.00
Total Compensation									
Receiving / Base Pay	2	31	-	-	-	-	-	-	-
Receiving / Variable Amount	2	31	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	31	-	-	-	-	-	-	-
Receiving / Variable + Base	2	31	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	38	\$15.73	\$15.25	\$14.55	\$14.85	\$16.82	\$13.61	\$17.88
Combined / Variable + Base	11	69	\$16.31	\$17.81	\$14.70	\$16.19	\$16.92	\$14.01	\$21.09

Oregon Regional Pay Survey

Welder - Fitter - 6850N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Lays out, fits and welds fabricated, cast, and forged components to assemble structural forms, such as machinery frames, tanks, bridge and building parts according to blueprints and knowledge of welding metallurgy. Selects equipment and plans layout, assembly, and welding, applying knowledge of geometry, physical properties of metal machining weld shrinkage and welding techniques. May operate fabrication equipment such as CNC torch, CNC anglematic, CNC fabripunch and other component production equipment.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	186	\$19.93	\$21.07	\$18.54	\$20.47	\$21.42	\$17.65	\$23.55
Geographic Area									
Portland Metro	5	87	\$20.81	\$21.29	\$20.29	\$21.07	\$21.51	\$18.71	\$22.73
Mid-Willamette	2	21	-	-	-	-	-	-	-
- Total Willamette	7	108	\$20.45	\$20.83	\$19.44	\$20.47	\$21.29	\$18.21	\$22.33
Surrounding Area	4	78	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	29	-	-	-	-	-	-	-
76-199	4	70	-	-	-	-	-	-	-
200-299	2	68	-	-	-	-	-	-	-
300+	1	19	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	21	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	21	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	87	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	32	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	19	-	-	-	-	-	-	-
\$200.0 and higher	1	2	-	-	-	-	-	-	-
Industry									
Construction	1	4	-	-	-	-	-	-	-
Durable Goods Manufacturing	9	163	\$20.03	\$21.38	\$18.59	\$21.07	\$21.51	\$16.36	\$23.86
Wholesale Trade	1	19	-	-	-	-	-	-	-
Union Status									
Union	1	17	-	-	-	-	-	-	-
Non-Union	10	169	\$19.57	\$20.82	\$18.52	\$20.38	\$21.27	\$17.01	\$21.87

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	11	186	\$19.93	\$21.07	\$18.54	\$20.47	\$21.42	\$17.65	\$23.55
Match Degree									
Light Match	1	17	-	-	-	-	-	-	-
Good Match	9	148	\$18.96	\$20.21	\$18.49	\$20.29	\$21.07	\$16.36	\$21.37
Heavy Match	1	21	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	65	\$15.68	**	\$14.12	\$16.06	\$16.16	\$13.82	\$17.52
Lowest Pay	8	131	\$15.51	**	\$14.34	\$15.72	\$16.25	\$13.93	\$17.30
Highest Pay	8	131	\$23.32	**	\$22.61	\$23.42	\$24.22	\$20.62	\$25.88
Total Compensation									
Receiving / Base Pay	2	8	-	-	-	-	-	-	-
Receiving / Variable Amount	2	8	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	8	-	-	-	-	-	-	-
Receiving / Variable + Base	2	8	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	178	\$20.13	\$21.16	\$18.59	\$21.07	\$21.51	\$17.03	\$23.86
Combined / Variable + Base	11	186	\$19.99	\$21.08	\$18.54	\$20.83	\$21.42	\$17.88	\$23.55

Oregon Regional Pay Survey

Burning (Cutting) Machine Operator - 6860N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Sets up and operates flame, plasma or laser burning (cutting) machine to cut metal of various sizes and thickness into required patterns - sometimes to very close tolerances. May use NC/CNC technology to establish cut pattern or may use preformed templates. Must be able to read and understand bills of material, cutting assignments, sketches, etc. with limited direction. Inspects parts to insure that specified tolerances and dimensions are met.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	75	\$19.57	\$18.55	\$16.82	\$18.58	\$22.48	\$16.01	\$22.65
Geographic Area									
Portland Metro	7	23	\$20.18	\$19.47	\$17.44	\$21.91	\$22.58	\$15.97	\$23.13
- Total Willamette	7	23	\$20.18	\$19.47	\$17.44	\$21.91	\$22.58	\$15.97	\$23.13
Surrounding Area	4	52	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	5	-	-	-	-	-	-	-
76-199	5	19	\$19.20	\$19.02	\$16.30	\$18.58	\$22.45	\$16.13	\$22.57
200-299	3	7	-	-	-	-	-	-	-
300+	1	44	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	4	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	17	-	-	-	-	-	-	-
\$27.0 - \$54.9	3	7	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	44	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	10	31	\$19.71	\$19.04	\$16.56	\$20.25	\$22.49	\$15.96	\$22.77
Wholesale Trade	1	44	-	-	-	-	-	-	-
Union Status									
Union	2	6	-	-	-	-	-	-	-
Non-Union	9	69	\$19.47	\$18.27	\$16.30	\$18.58	\$22.45	\$15.90	\$22.77
Profit Status									
Profit	11	75	\$19.57	\$18.55	\$16.82	\$18.58	\$22.48	\$16.01	\$22.65
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	1	5	-	-	-	-	-	-	-
Good Match	10	70	\$19.26	\$18.25	\$16.56	\$18.39	\$22.32	\$15.96	\$22.64
Range of Pay									
Start Pay	7	63	\$15.04	**	\$14.32	\$15.75	\$16.29	\$12.64	\$16.88
Lowest Pay	9	69	\$16.06	**	\$14.75	\$15.70	\$16.71	\$13.80	\$19.57
Highest Pay	9	69	\$21.45	**	\$20.03	\$22.17	\$23.54	\$17.55	\$24.80
Total Compensation									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	72	\$19.90	\$18.64	\$17.55	\$20.25	\$22.49	\$15.96	\$22.77
Combined / Variable + Base	11	75	\$19.63	\$18.57	\$17.18	\$18.58	\$22.48	\$16.01	\$22.65

Oregon Regional Pay Survey

Grinding Machine Operator - 6870N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Grinds and smooths surfaces of items, such as castings, billets, machine parts, or sheet metal subassemblies using powered portable wheel, disk, or belt grinder. Examines and feels surface of work piece for defects. Selects grade of abrasive belt, wheel, or disk according to specifications, knowledge of abrasives, and condition of metal, and attaches to grinder. Replaces worn abrasive disks, wheels, and belts, using a wrench.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Geographic Area									
Portland Metro	5	38	\$16.04	\$14.56	\$14.03	\$14.32	\$15.59	\$13.61	\$20.01
Mid-Willamette	1	2	-	-	-	-	-	-	-
- Total Willamette	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Employment Size									
1 - 75	4	37	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	2	16	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	21	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Union Status									
Non-Union	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Profit Status									
Profit	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Match Degree									
Light Match	1	6	-	-	-	-	-	-	-
Good Match	3	13	-	-	-	-	-	-	-
Heavy Match	2	21	-	-	-	-	-	-	-
Range of Pay									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Start Pay	2	15	-	**	-	-	-	-	-
Lowest Pay	5	39	\$11.70	**	\$11.00	\$11.50	\$12.50	\$10.70	\$12.80
Highest Pay	5	39	\$16.27	**	\$15.59	\$15.70	\$16.80	\$15.24	\$17.67
Total Compensation									
Not Receiving / Base Pay	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27
Combined / Variable + Base	6	40	\$15.69	\$14.53	\$13.96	\$14.18	\$15.27	\$13.63	\$19.27

Oregon Regional Pay Survey

Press Brake Operator - 6895N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of press brake operations, usually on heavy steel plate, stainless steel or aluminum. Select multiple purpose and general purpose brake dies. Set dies and stops and adjust ram for varying plate thickness. Improvise, build or recommend special purpose tooling to meet requirements, lay out location of holes, cutouts and bends, making allowances for welding and convenience in assembly if required. Plan sequence of multiple pass operations for series of bends and other fabricating operations on complicated sections.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	13	70	\$19.27	\$17.90	\$17.32	\$19.75	\$20.73	\$16.14	\$21.96
Geographic Area									
Portland Metro	9	32	\$19.27	\$19.39	\$17.32	\$19.75	\$20.73	\$16.67	\$21.12
Mid-Willamette	2	4	-	-	-	-	-	-	-
- Total Willamette	11	36	\$19.51	\$19.52	\$18.13	\$19.75	\$20.74	\$16.96	\$22.26
Surrounding Area	2	34	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	11	-	-	-	-	-	-	-
76-199	9	27	\$19.00	\$18.96	\$17.32	\$19.28	\$19.94	\$16.67	\$21.11
300+	1	32	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	4	17	-	-	-	-	-	-	-
\$17.0 - \$26.9	4	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	32	-	-	-	-	-	-	-
\$200.0 and higher	2	7	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	12	38	\$19.55	\$19.54	\$18.53	\$19.84	\$20.73	\$17.00	\$22.11
Wholesale Trade	1	32	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	12	69	\$19.27	\$17.88	\$17.23	\$19.84	\$20.73	\$16.04	\$22.11
Profit Status									
Profit	13	70	\$19.27	\$17.90	\$17.32	\$19.75	\$20.73	\$16.14	\$21.96

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	10	61	\$18.82	\$17.45	\$17.05	\$19.34	\$20.40	\$15.90	\$20.92
Heavy Match	2	8	-	-	-	-	-	-	-
Range of Pay									
Start Pay	10	63	\$15.12	**	\$13.71	\$15.34	\$15.95	\$13.15	\$16.86
Lowest Pay	10	65	\$16.15	**	\$13.62	\$16.04	\$18.00	\$12.09	\$20.16
Highest Pay	10	65	\$21.15	**	\$20.20	\$21.21	\$23.18	\$17.17	\$24.07
Total Compensation									
Receiving / Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable Amount	2	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable + Base	2	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	12	65	\$19.43	\$18.02	\$18.44	\$19.84	\$20.73	\$16.04	\$22.11
Combined / Variable + Base	13	70	\$19.45	\$18.01	\$18.16	\$19.75	\$20.73	\$16.98	\$21.96

Oregon Regional Pay Survey

Punch Press Operator - 6900N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Set up, adjust and operate a punch press to perform such operations as punching, blanking, shearing, forming, drawing, etc. Position, align and secure dies or die members, adjust ram stroke and material stop gauges and set stripper or ejecting mechanism. Produce samples for inspection, adjust to secure required dimensions and quality, and produce production run. Work from drawings, patterns, templates, or samples.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	34	\$15.28	\$16.70	\$12.88	\$14.64	\$17.49	\$12.19	\$19.02
Geographic Area									
Portland Metro	6	34	\$15.28	\$16.70	\$12.88	\$14.64	\$17.49	\$12.19	\$19.02
- Total Willamette	6	34	\$15.28	\$16.70	\$12.88	\$14.64	\$17.49	\$12.19	\$19.02
Employment Size									
1 - 75	1	4	-	-	-	-	-	-	-
76-199	3	24	-	-	-	-	-	-	-
200-299	2	6	-	-	-	-	-	-	-
Revenue In Millions									
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	20	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	6	-	-	-	-	-	-	-
\$200.0 and higher	1	5	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	6	34	\$15.28	\$16.70	\$12.88	\$14.64	\$17.49	\$12.19	\$19.02
Union Status									
Union	1	16	-	-	-	-	-	-	-
Non-Union	5	18	\$14.67	\$15.25	\$12.41	\$14.27	\$15.01	\$12.14	\$17.84
Profit Status									
Profit	6	34	\$15.28	\$16.70	\$12.88	\$14.64	\$17.49	\$12.19	\$19.02
Match Degree									
Light Match	1	16	-	-	-	-	-	-	-
Good Match	5	18	\$14.67	\$15.25	\$12.41	\$14.27	\$15.01	\$12.14	\$17.84
Range of Pay									
Start Pay	5	18	\$11.99	**	\$10.69	\$11.21	\$12.22	\$10.55	\$14.11

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Lowest Pay	5	18	\$12.35	**	\$11.55	\$12.00	\$12.30	\$11.17	\$13.92
Highest Pay	5	18	\$16.07	**	\$13.65	\$16.00	\$16.90	\$12.54	\$19.96
Total Compensation									
Receiving / Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable Amount	1	3	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	3	-	-	-	-	-	-	-
Receiving / Variable + Base	1	3	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	31	\$15.48	\$16.93	\$12.41	\$15.01	\$18.32	\$12.14	\$19.16
Combined / Variable + Base	6	34	\$15.51	\$16.81	\$13.06	\$15.31	\$17.64	\$12.19	\$19.02

Oregon Regional Pay Survey

Sawing Machine Operator - 6910N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Measures stock to length or dimension for angle cuts, scribes between dimensions, cuts from layout using fixtures provided on ganged or single piece angle work. Operates hack, band, and abrasive saws, adjusts speeds and feeds for a wide variety of materials, using charts furnished. Stores stock materials, identifies and fills orders.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	46	\$16.15	\$15.64	\$14.44	\$16.03	\$17.52	\$13.17	\$18.59
Geographic Area									
Portland Metro	7	27	\$15.65	\$14.71	\$14.31	\$15.75	\$16.84	\$13.04	\$17.88
Mid-Willamette	3	7	-	-	-	-	-	-	-
- Total Willamette	10	34	\$15.84	\$14.82	\$13.79	\$15.61	\$17.10	\$13.12	\$18.84
Surrounding Area	2	12	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	17	\$16.31	\$15.43	\$14.47	\$15.75	\$18.00	\$13.24	\$19.42
76-199	2	4	-	-	-	-	-	-	-
200-299	2	14	-	-	-	-	-	-	-
300+	1	11	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	12	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	11	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	15	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	11	35	\$15.98	\$14.89	\$14.12	\$15.75	\$17.36	\$13.14	\$18.65
Wholesale Trade	1	11	-	-	-	-	-	-	-
Union Status									
Union	1	1	-	-	-	-	-	-	-
Non-Union	11	45	\$16.04	\$15.60	\$14.12	\$15.75	\$17.69	\$13.14	\$18.65
Profit Status									
Profit	12	46	\$16.15	\$15.64	\$14.44	\$16.03	\$17.52	\$13.17	\$18.59

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	3	-	-	-	-	-	-	-
Good Match	11	43	\$16.04	\$15.52	\$14.12	\$15.75	\$17.69	\$13.14	\$18.65
Range of Pay									
Start Pay	9	38	\$12.90	**	\$11.20	\$12.23	\$14.90	\$10.39	\$15.95
Lowest Pay	8	39	\$12.90	**	\$11.79	\$12.90	\$13.55	\$10.85	\$14.88
Highest Pay	8	39	\$17.79	**	\$16.57	\$17.75	\$18.63	\$16.32	\$19.53
Total Compensation									
Receiving / Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable Amount	3	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	5	-	-	-	-	-	-	-
Receiving / Variable + Base	3	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	41	\$15.50	\$15.37	\$13.47	\$15.47	\$17.35	\$13.09	\$18.15
Combined / Variable + Base	12	46	\$16.38	\$15.73	\$14.44	\$16.55	\$18.12	\$13.17	\$18.61

Oregon Regional Pay Survey

Helper - Fabrication - 6920N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assists skilled workers by moving and/or readying work pieces, tools and supplies. Lifts, moves and holds, or clamps work pieces to table, into jigs, or into position as directed. Cleans work pieces using wire brush, portable grinder, hand scraper, or chemical solutions. May perform other related duties. Works under direct supervision.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	20	\$14.87	\$15.68	\$12.49	\$14.55	\$15.85	\$11.85	\$18.81

Geographic Area

Portland Metro	4	10	-	-	-	-	-	-	-
Mid-Willamette	2	5	-	-	-	-	-	-	-
- Total Willamette	6	15	\$14.89	\$15.98	\$12.36	\$13.64	\$16.34	\$11.75	\$19.27
Surrounding Area	1	5	-	-	-	-	-	-	-

Employment Size

1 - 75	4	12	-	-	-	-	-	-	-
76-199	1	3	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	1	4	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	2	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	9	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	4	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	7	20	\$14.87	\$15.68	\$12.49	\$14.55	\$15.85	\$11.85	\$18.81
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Union Status

Union	2	9	-	-	-	-	-	-	-
Non-Union	5	11	\$13.54	\$13.93	\$12.24	\$12.73	\$14.55	\$11.65	\$15.98

Profit Status

Profit	7	20	\$14.87	\$15.68	\$12.49	\$14.55	\$15.85	\$11.85	\$18.81
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Match Degree

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	1	4	-	-	-	-	-	-	-
Good Match	4	12	-	-	-	-	-	-	-
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	10	-	**	-	-	-	-	-
Lowest Pay	4	11	-	**	-	-	-	-	-
Highest Pay	4	11	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable Amount	2	5	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	5	-	-	-	-	-	-	-
Receiving / Variable + Base	2	5	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	15	\$13.75	\$14.16	\$12.36	\$13.64	\$14.72	\$11.75	\$15.85
Combined / Variable + Base	7	20	\$17.73	\$19.69	\$12.49	\$14.55	\$15.87	\$11.85	\$26.81

Oregon Regional Pay Survey

Electrician III - 7855N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Third of three levels of electrician. The job typically requires completion of two years of formal technical school training and 5+ years of job experience, or equivalent, and successful completion of the board exam for licensing as a master electrician. Approves wiring plans for new installations. Plans and performs jobs of installing and maintaining a variety of electrical equipment such as control panels, switchboards, junction boxes, switches, etc. Connects and disconnects electric powered machines; repairs motors and generators; replaces fuses and sets circuit breakers on high and low tension circuits. Diagnoses electrical trouble. Uses hand and power tools. Works from wiring diagrams. Planning may involve determination of method and sequence of operation and selection of materials to be used, establishment of work procedures. Works independently and may provide direction to assistants or to less experienced electricians.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	11	\$36.26	\$36.55	\$31.86	\$33.83	\$41.86	\$30.73	\$44.23
Geographic Area									
Portland Metro	1	3	-	-	-	-	-	-	-
Mid-Willamette	3	3	-	-	-	-	-	-	-
- Total Willamette	4	6	-	-	-	-	-	-	-
Surrounding Area	2	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	4	-	-	-	-	-	-	-
76-199	1	1	-	-	-	-	-	-	-
200-299	2	5	-	-	-	-	-	-	-
300+	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	2	-	-	-	-	-	-	-
Industry									
Construction	1	3	-	-	-	-	-	-	-
Durable Goods Manufacturing	3	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Utilities	1	1	-	-	-	-	-	-	-
Union Status									
Union	2	4	-	-	-	-	-	-	-
Non-Union	4	7	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	5	10	\$34.73	\$35.81	\$31.81	\$32.01	\$35.65	\$30.51	\$40.98
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	3	5	-	-	-	-	-	-	-
Heavy Match	3	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	11	\$36.26	\$36.55	\$31.86	\$33.83	\$41.86	\$30.73	\$44.23
Combined / Variable + Base	6	11	\$36.26	\$36.55	\$31.86	\$33.83	\$41.86	\$30.73	\$44.23

Oregon Regional Pay Survey

Electrician II - 7860N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Second of three levels of electrician. The job typically requires completion of two years of formal technical school training and 3+ years of job experience, or equivalent, and successful completion of the board exam for licensing as a journey-level maintenance electrician. Plans and performs jobs of installing and maintaining a variety of electrical equipment such as control panels, switchboards, junction boxes, switches, etc. Connects and disconnects electric powered machines; repairs motors and generators; replaces fuses and sets circuit breakers on high and low tension circuits. Diagnoses electrical trouble. Uses hand and power tools. Works from wiring diagrams. Planning may involve determination of method and sequence of operation and selection of materials to be used. Works independently and may provide direction to an assistant or to less experienced electricians.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	25	\$31.00	\$31.81	\$28.28	\$29.61	\$35.93	\$25.34	\$37.06
Geographic Area									
Portland Metro	2	9	-	-	-	-	-	-	-
Mid-Willamette	3	16	-	-	-	-	-	-	-
- Total Willamette	5	25	\$31.00	\$31.81	\$28.28	\$29.61	\$35.93	\$25.34	\$37.06
Employment Size									
1 - 75	1	8	-	-	-	-	-	-	-
76-199	3	16	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	9	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	7	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
Industry									
Construction	2	16	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	8	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	8	-	-	-	-	-	-	-
Non-Union	4	17	-	-	-	-	-	-	-
Profit Status									
Profit	5	25	\$31.00	\$31.81	\$28.28	\$29.61	\$35.93	\$25.34	\$37.06

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	4	24	-	-	-	-	-	-	-
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	17	-	**	-	-	-	-	-
Lowest Pay	2	16	-	**	-	-	-	-	-
Highest Pay	2	16	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	5	25	\$31.00	\$31.81	\$28.28	\$29.61	\$35.93	\$25.34	\$37.06
Combined / Variable + Base	5	25	\$31.00	\$31.81	\$28.28	\$29.61	\$35.93	\$25.34	\$37.06

Oregon Regional Pay Survey

Heavy Equipment Operator - 7900N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate several types of power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders to excavate, move and grade earth, erect structures, or pour concrete or other hard surface paving. May repair and maintain equipment in addition to other duties.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	194	\$25.67	\$21.84	\$22.20	\$23.19	\$28.66	\$20.73	\$33.70

Geographic Area

Portland Metro	1	4	-	-	-	-	-	-	-
Mid-Willamette	3	171	-	-	-	-	-	-	-
- Total Willamette	4	175	-	-	-	-	-	-	-
Surrounding Area	3	19	-	-	-	-	-	-	-

Employment Size

1 - 75	2	18	-	-	-	-	-	-	-
76-199	1	2	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	3	173	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	15	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	4	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	173	-	-	-	-	-	-	-

Industry

Construction	1	166	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	8	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Utilities	3	19	-	-	-	-	-	-	-

Union Status

Union	2	7	-	-	-	-	-	-	-
Non-Union	5	187	\$24.30	\$21.60	\$21.37	\$23.03	\$24.50	\$20.41	\$29.49

Profit Status

Profit	4	188	-	-	-	-	-	-	-
Non-Profit	3	6	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Match Degree

Light Match	1	2	-	-	-	-	-	-	-
Good Match	6	192	\$24.48	\$21.73	\$21.79	\$23.11	\$24.17	\$20.57	\$29.76

Range of Pay

Start Pay	4	173	-	**	-	-	-	-	-
Lowest Pay	4	173	-	**	-	-	-	-	-
Highest Pay	4	173	-	**	-	-	-	-	-

Total Compensation

Receiving / Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable Amount	2	6	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	6	-	-	-	-	-	-	-
Receiving / Variable + Base	2	6	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	188	\$26.09	\$21.82	\$21.79	\$23.77	\$30.74	\$20.57	\$33.92
Combined / Variable + Base	7	194	\$28.60	\$22.66	\$22.44	\$24.50	\$33.92	\$21.02	\$38.29

Oregon Regional Pay Survey

Laborer - General - 7910N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform routine tasks involving the erecting or repairing of buildings, highway/road construction, utilities, and related construction work.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	133	\$17.00	\$16.75	\$15.36	\$16.75	\$18.79	\$14.20	\$20.55
Geographic Area									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	6	131	\$16.46	\$16.72	\$15.34	\$16.75	\$18.32	\$13.45	\$19.19
- Total Willamette	7	132	\$16.31	\$16.71	\$15.35	\$15.37	\$18.26	\$13.83	\$19.03
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	3	-	-	-	-	-	-	-
76-199	2	53	-	-	-	-	-	-	-
200-299	2	2	-	-	-	-	-	-	-
300+	2	75	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	27	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	26	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	76	-	-	-	-	-	-	-
Industry									
Construction	3	65	-	-	-	-	-	-	-
Durable Goods Manufacturing	2	64	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Union Status									
Union	2	39	-	-	-	-	-	-	-
Non-Union	6	94	\$16.77	\$15.45	\$15.34	\$16.75	\$18.32	\$13.45	\$20.11
Profit Status									
Profit	5	129	\$16.08	\$16.72	\$15.33	\$15.37	\$18.13	\$13.07	\$19.25
Non-Profit	3	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Match Degree

Light Match	1	2	-	-	-	-	-	-	-
Good Match	7	131	\$17.23	\$16.77	\$15.35	\$18.13	\$19.19	\$13.83	\$20.73

Range of Pay

Start Pay	6	93	\$13.45	**	\$11.46	\$13.02	\$14.98	\$10.17	\$17.16
Lowest Pay	6	93	\$13.45	**	\$11.31	\$12.88	\$14.63	\$10.05	\$17.42
Highest Pay	6	93	\$19.38	**	\$18.25	\$19.49	\$20.43	\$16.50	\$22.14

Total Compensation

Receiving / Base Pay	1	38	-	-	-	-	-	-	-
Receiving / Variable Amount	1	38	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	38	-	-	-	-	-	-	-
Receiving / Variable + Base	1	38	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	95	\$16.57	\$15.45	\$15.35	\$15.37	\$18.26	\$13.83	\$19.76
Combined / Variable + Base	8	133	\$19.50	\$22.47	\$15.36	\$16.75	\$19.24	\$14.20	\$27.28

Oregon Regional Pay Survey

Graphic Artist - 8100N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Experienced commercial artist. The job typically requires a two or four year liberal arts degree and 3+ years of experience, or equivalent. Incumbents will draw, sketch or modify images of merchandise or models for use in catalogs, advertising, technical manuals, displays or web sites. Incumbents may scan, edit, crop or otherwise modify images. Incumbents may use brushes, air brushes, computer graphics applications or other media to accomplish the desired end result.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	13	\$26.90	\$26.65	\$21.02	\$29.37	\$32.16	\$18.78	\$35.89

Geographic Area

Portland Metro	9	11	\$25.51	\$25.46	\$19.82	\$22.40	\$31.72	\$18.08	\$33.25
- Total Willamette	9	11	\$25.51	\$25.46	\$19.82	\$22.40	\$31.72	\$18.08	\$33.25
Surrounding Area	2	2	-	-	-	-	-	-	-

Employment Size

1 - 75	4	4	-	-	-	-	-	-	-
76-199	5	6	\$26.29	\$25.04	\$19.82	\$29.37	\$30.87	\$19.20	\$31.90
200-299	2	3	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	3	3	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-

Industry

Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Health Services	1	1	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	3	5	-	-	-	-	-	-	-
Professional / Business Services	1	1	-	-	-	-	-	-	-
Retail Trade	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-

Union Status

Non-Union	11	13	\$26.90	\$26.65	\$21.02	\$29.37	\$32.16	\$18.78	\$35.89
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Profit Status

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	10	12	\$27.61	\$27.22	\$22.26	\$30.12	\$32.37	\$18.43	\$36.00
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Good Match	7	8	\$26.96	\$25.94	\$19.30	\$29.37	\$34.24	\$17.38	\$36.34
Heavy Match	4	5	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	4	-	**	-	-	-	-	-
Lowest Pay	5	6	\$18.57	**	\$17.67	\$17.85	\$18.99	\$16.07	\$21.59
Highest Pay	5	6	\$24.85	**	\$18.75	\$24.68	\$28.46	\$16.80	\$33.51
Total Compensation									
Receiving / Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable Amount	4	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	4	4	-	-	-	-	-	-	-
Receiving / Variable + Base	4	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	9	\$25.49	\$25.44	\$19.30	\$29.37	\$31.30	\$17.38	\$32.07
Combined / Variable + Base	11	13	\$27.18	\$26.88	\$21.23	\$29.37	\$32.16	\$18.78	\$36.61

Oregon Regional Pay Survey

Production Artist/Graphics Specialist - 8105N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Utilizing computer techniques and graphics software, conceives, designs, prepares, and coordinates a variety of illustrations and art work (including trapped color and line art illustrations). Utilizes electronically produced art to convey themes and/or subjects for catalogs, brochures, posters, handbooks, advertising, and/or management presentations. This is an experienced level position, typically requiring a minimum of 2 year's of directly related experience working with computer graphics techniques and software (e.g., digital pre-press equipment and software).

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	16	68	\$22.14	\$19.62	\$21.04	\$21.61	\$23.16	\$18.03	\$25.18
Geographic Area									
Portland Metro	8	29	\$21.33	\$20.67	\$20.12	\$22.06	\$23.16	\$18.28	\$23.31
Mid-Willamette	3	6	-	-	-	-	-	-	-
- Total Willamette	11	35	\$21.37	\$20.85	\$20.91	\$21.93	\$22.63	\$18.66	\$23.23
Surrounding Area	5	33	\$23.83	\$18.32	\$21.19	\$21.29	\$26.88	\$18.87	\$30.23
Employment Size									
1 - 75	7	17	\$23.10	\$22.98	\$21.57	\$22.00	\$23.36	\$19.69	\$27.08
76-199	5	18	\$21.72	\$19.51	\$20.60	\$21.19	\$21.29	\$19.44	\$24.64
200-299	4	33	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	4	11	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	2	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	3	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	15	-	-	-	-	-	-	-
\$200.0 and higher	1	29	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	4	4	-	-	-	-	-	-	-
Education Services	3	6	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	2	15	-	-	-	-	-	-	-
Professional / Business Services	3	10	-	-	-	-	-	-	-
Retail Trade	1	29	-	-	-	-	-	-	-
Services, not elsewhere classified	2	3	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Union Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Union	2	2	-	-	-	-	-	-	-
Non-Union	14	66	\$22.21	\$19.56	\$20.75	\$21.61	\$23.21	\$17.78	\$25.86
Profit Status									
Profit	11	59	\$22.29	\$19.26	\$19.93	\$21.29	\$23.36	\$17.40	\$26.88
Non-Profit	5	9	\$21.82	\$22.00	\$21.30	\$21.93	\$22.11	\$20.88	\$22.73
Match Degree									
Light Match	1	3	-	-	-	-	-	-	-
Good Match	10	16	\$21.35	\$22.05	\$21.20	\$21.29	\$22.08	\$20.28	\$23.15
Heavy Match	5	49	\$23.45	\$18.59	\$18.66	\$21.93	\$26.88	\$17.86	\$30.23
Range of Pay									
Start Pay	9	17	\$18.26	**	\$17.36	\$17.62	\$19.30	\$14.90	\$20.76
Lowest Pay	9	58	\$16.94	**	\$14.60	\$17.02	\$17.85	\$12.90	\$21.32
Highest Pay	9	58	\$24.63	**	\$23.00	\$25.00	\$25.52	\$22.69	\$26.20
Total Compensation									
Receiving / Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable Amount	2	2	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	2	-	-	-	-	-	-	-
Receiving / Variable + Base	2	2	-	-	-	-	-	-	-
Not Receiving / Base Pay	14	66	\$21.41	\$19.39	\$20.75	\$21.29	\$22.88	\$17.78	\$23.41
Combined / Variable + Base	16	68	\$22.32	\$19.66	\$21.04	\$21.62	\$23.16	\$18.03	\$25.18

Oregon Regional Pay Survey

Desktop Publishing Specialist - 8110N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Format and design posters, brochures, flyers, newsletters, manuals, and other printed materials using standard desktop publishing software and spreadsheet and graphics packages. Prepare presentation materials such as overheads, charts, and graphics. This is an experienced position requiring use of creativity in applying desk-top software.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	15	\$23.18	\$22.05	\$18.09	\$22.01	\$25.61	\$17.01	\$29.68
Geographic Area									
Portland Metro	6	10	\$24.62	\$22.43	\$19.78	\$22.04	\$26.86	\$16.83	\$35.00
Mid-Willamette	2	2	-	-	-	-	-	-	-
- Total Willamette	8	12	\$24.02	\$22.40	\$18.80	\$22.04	\$27.10	\$16.77	\$32.34
Surrounding Area	2	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	7	8	\$22.52	\$22.49	\$17.52	\$21.67	\$22.37	\$16.18	\$30.10
76-199	1	5	-	-	-	-	-	-	-
200-299	2	2	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	1	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	5	10	\$26.78	\$23.28	\$22.34	\$22.40	\$28.35	\$20.43	\$36.34
Health Services	1	1	-	-	-	-	-	-	-
Information (Communication/Broadcasting)	1	1	-	-	-	-	-	-	-
Professional / Business Services	2	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	10	15	\$23.18	\$22.05	\$18.09	\$22.01	\$25.61	\$17.01	\$29.68
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	9	14	\$22.79	\$21.72	\$17.74	\$21.67	\$22.40	\$16.73	\$31.01
Non-Profit	1	1	-	-	-	-	-	-	-
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	6	10	\$20.56	\$20.00	\$17.76	\$20.41	\$22.22	\$15.90	\$25.38
Heavy Match	3	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	8	\$17.32	**	\$14.66	\$17.74	\$20.16	\$13.84	\$20.56
Lowest Pay	6	11	\$17.41	**	\$15.30	\$18.22	\$19.17	\$14.21	\$19.81
Highest Pay	6	11	\$22.81	**	\$19.71	\$21.06	\$26.63	\$17.27	\$30.08
Total Compensation									
Receiving / Base Pay	3	4	-	-	-	-	-	-	-
Receiving / Variable Amount	3	4	-	-	-	-	-	-	-
Receiving / % of Base Pay	3	4	-	-	-	-	-	-	-
Receiving / Variable + Base	3	4	-	-	-	-	-	-	-
Not Receiving / Base Pay	7	11	\$22.78	\$21.46	\$17.52	\$19.15	\$24.54	\$16.18	\$32.67
Combined / Variable + Base	10	15	\$23.32	\$22.17	\$18.09	\$22.22	\$25.69	\$17.01	\$30.33

Oregon Regional Pay Survey

Cook - Cafeteria - 8610N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Prepare and cook family-style meals for institutions, such as schools, hospitals, nursing homes or cafeterias. Usually prepare meals in large quantities rather than to individual order. May cook for employees in office building or other large facility.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	95	\$14.17	\$13.61	\$12.19	\$13.61	\$15.38	\$12.04	\$17.50
Geographic Area									
Portland Metro	3	26	-	-	-	-	-	-	-
Mid-Willamette	5	62	\$14.07	\$13.38	\$13.11	\$14.10	\$15.15	\$12.76	\$15.34
- Total Willamette	8	88	\$13.98	\$13.34	\$12.41	\$13.61	\$15.23	\$12.03	\$16.06
Surrounding Area	2	7	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	5	-	-	-	-	-	-	-
76-199	3	9	-	-	-	-	-	-	-
200-299	3	25	-	-	-	-	-	-	-
300+	2	56	-	-	-	-	-	-	-
400+	1	50	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	3	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	16	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	56	-	-	-	-	-	-	-
Industry									
Health Services	6	30	\$13.59	\$13.38	\$12.05	\$12.30	\$14.50	\$12.02	\$16.45
Leisure / Hospitality Services	1	50	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	6	-	-	-	-	-	-	-
Retail Trade	1	6	-	-	-	-	-	-	-
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Union Status									
Non-Union	10	95	\$14.17	\$13.61	\$12.19	\$13.61	\$15.38	\$12.04	\$17.50

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	4	66	-	-	-	-	-	-	-
Non-Profit	6	29	\$14.16	\$13.78	\$12.19	\$13.84	\$15.38	\$12.03	\$16.61
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	9	94	\$14.40	\$13.62	\$12.53	\$14.10	\$15.46	\$12.03	\$17.53
Range of Pay									
Start Pay	6	80	\$11.83	**	\$10.93	\$12.10	\$12.54	\$10.44	\$12.95
Lowest Pay	7	82	\$12.34	**	\$11.47	\$12.50	\$13.45	\$10.30	\$13.85
Highest Pay	7	82	\$15.50	**	\$14.86	\$15.49	\$16.23	\$14.27	\$16.77
Total Compensation									
Not Receiving / Base Pay	10	95	\$14.17	\$13.61	\$12.19	\$13.61	\$15.38	\$12.04	\$17.50
Combined / Variable + Base	10	95	\$14.17	\$13.61	\$12.18	\$13.61	\$15.38	\$12.04	\$17.50

Oregon Regional Pay Survey

Cook - Restaurant - 8620N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. May order supplies, keep records and accounts, price items on menu, plan menu or estimate food requirements. Excludes chefs, specialty cooks, apprentices, fast food cooks, and short order cooks.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	51	\$12.70	\$12.69	\$12.44	\$12.91	\$13.26	\$11.94	\$13.28

Geographic Area

Portland Metro	1	18	-	-	-	-	-	-	-
Mid-Willamette	3	32	-	-	-	-	-	-	-
- Total Willamette	4	50	-	-	-	-	-	-	-
Surrounding Area	1	1	-	-	-	-	-	-	-

Employment Size

1 - 75	1	15	-	-	-	-	-	-	-
200-299	2	30	-	-	-	-	-	-	-
300+	2	6	-	-	-	-	-	-	-
400+	1	5	-	-	-	-	-	-	-

Revenue In Millions

\$7.0 - \$11.9	1	15	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	12	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	18	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	6	-	-	-	-	-	-	-

Industry

Health Services	2	13	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	5	-	-	-	-	-	-	-
Retail Trade	1	15	-	-	-	-	-	-	-
Services, not elsewhere classified	1	18	-	-	-	-	-	-	-

Union Status

Non-Union	5	51	\$12.70	\$12.69	\$12.44	\$12.91	\$13.26	\$11.94	\$13.28
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Profit Status

Profit	2	20	-	-	-	-	-	-	-
Non-Profit	3	31	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	15	-	-	-	-	-	-	-
Good Match	4	36	-	-	-	-	-	-	-
Range of Pay									
Start Pay	5	51	\$11.35	**	\$11.18	\$11.39	\$12.24	\$9.95	\$12.59
Lowest Pay	4	50	-	**	-	-	-	-	-
Highest Pay	4	50	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	15	-	-	-	-	-	-	-
Receiving / Variable Amount	1	15	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	15	-	-	-	-	-	-	-
Receiving / Variable + Base	1	15	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	36	-	-	-	-	-	-	-
Combined / Variable + Base	5	51	\$12.78	\$12.80	\$12.44	\$12.91	\$13.26	\$12.17	\$13.28

Oregon Regional Pay Survey

Food Preparation Worker - 8650N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform a variety of food preparation duties, such as preparing cold foods preparing shellfish, slicing meat, brewing coffee, tea, or chocolate, preparing sandwiches, and clean kitchen work areas, equipment and utensils. Typically may maintain work in such places as restaurants, school cafeterias, hospitals, nursing homes, and residential care facilities.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	64	\$10.39	\$10.54	\$9.41	\$10.54	\$10.87	\$9.22	\$11.57

Geographic Area

Portland Metro	1	5	-	-	-	-	-	-	-
Mid-Willamette	3	51	-	-	-	-	-	-	-
- Total Willamette	4	56	-	-	-	-	-	-	-
Surrounding Area	1	8	-	-	-	-	-	-	-

Employment Size

1 - 75	1	1	-	-	-	-	-	-	-
76-199	2	14	-	-	-	-	-	-	-
200-299	1	5	-	-	-	-	-	-	-
300+	1	44	-	-	-	-	-	-	-
400+	1	44	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	6	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	44	-	-	-	-	-	-	-

Industry

Health Services	2	6	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	44	-	-	-	-	-	-	-
Retail Trade	2	14	-	-	-	-	-	-	-

Union Status

Non-Union	5	64	\$10.39	\$10.54	\$9.41	\$10.54	\$10.87	\$9.22	\$11.57
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Profit Status

Profit	3	58	-	-	-	-	-	-	-
Non-Profit	2	6	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Match Degree

Light Match	1	8	-	-	-	-	-	-	-
Good Match	4	56	-	-	-	-	-	-	-

Range of Pay

Start Pay	3	50	-	**	-	-	-	-	-
Lowest Pay	4	56	-	**	-	-	-	-	-
Highest Pay	4	56	-	**	-	-	-	-	-

Total Compensation

Not Receiving / Base Pay	5	64	\$10.39	\$10.54	\$9.41	\$10.54	\$10.87	\$9.22	\$11.57
Combined / Variable + Base	5	64	\$10.39	\$10.54	\$9.41	\$10.54	\$10.87	\$9.22	\$11.57

Oregon Regional Pay Survey

Waiter/Waitress - 8670N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Take orders from patrons, serve food and/or beverages and make out check. May set table with linen and silverware and take payment from patron. May serve customers at counter as well as table.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	100	\$9.66	\$9.44	\$9.23	\$9.76	\$9.79	\$9.16	\$10.17
Geographic Area									
Portland Metro	2	64	-	-	-	-	-	-	-
Mid-Willamette	3	36	-	-	-	-	-	-	-
- Total Willamette	5	100	\$9.66	\$9.44	\$9.23	\$9.76	\$9.79	\$9.16	\$10.17
Employment Size									
76-199	1	16	-	-	-	-	-	-	-
200-299	3	71	-	-	-	-	-	-	-
300+	1	13	-	-	-	-	-	-	-
400+	1	13	-	-	-	-	-	-	-
Revenue In Millions									
\$7.0 - \$11.9	1	16	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	47	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	24	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	13	-	-	-	-	-	-	-
Industry									
Health Services	3	63	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	13	-	-	-	-	-	-	-
Services, not elsewhere classified	1	24	-	-	-	-	-	-	-
Union Status									
Non-Union	5	100	\$9.66	\$9.44	\$9.23	\$9.76	\$9.79	\$9.16	\$10.17
Profit Status									
Profit	1	13	-	-	-	-	-	-	-
Non-Profit	4	87	-	-	-	-	-	-	-
Match Degree									
Good Match	4	60	-	-	-	-	-	-	-
Heavy Match	1	40	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Range of Pay

Start Pay	5	100	\$9.27	**	\$9.11	\$9.14	\$9.19	\$9.11	\$9.55
Lowest Pay	5	100	\$9.46	**	\$9.10	\$9.10	\$9.61	\$9.10	\$10.09
Highest Pay	5	100	\$11.41	**	\$10.95	\$10.99	\$11.63	\$10.60	\$12.52

Total Compensation

Not Receiving / Base Pay	5	100	\$9.66	\$9.44	\$9.23	\$9.76	\$9.79	\$9.16	\$10.17
Combined / Variable + Base	5	100	\$9.66	\$9.44	\$9.23	\$9.76	\$9.79	\$9.16	\$10.17

Oregon Regional Pay Survey

Dish Washer - 8680N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Maintains kitchen work areas and restaurant equipment and utensils in clean and orderly condition. Scrapes food from dirty dishes and washes them by hand or places them in racks or on conveyor to dishwashing machine. Washes pots, pans, and trays. May sweep and mop kitchen floors. Washes and sanitizes worktables, walls, refrigerators, and meat blocks. High school diploma or general education degree (GED); and/or one to three months related experience and/or training helpful; or equivalent combination of education and experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	55	\$10.13	\$9.68	\$9.48	\$10.03	\$10.51	\$9.38	\$10.99
Geographic Area									
Portland Metro	3	19	-	-	-	-	-	-	-
Mid-Willamette	3	35	-	-	-	-	-	-	-
- Total Willamette	6	54	\$9.88	\$9.64	\$9.46	\$9.78	\$10.32	\$9.37	\$10.51
Surrounding Area	1	1	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	5	-	-	-	-	-	-	-
76-199	2	11	-	-	-	-	-	-	-
200-299	2	15	-	-	-	-	-	-	-
300+	1	24	-	-	-	-	-	-	-
400+	1	24	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	11	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	9	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	24	-	-	-	-	-	-	-
Industry									
Health Services	3	21	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	24	-	-	-	-	-	-	-
Retail Trade	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	6	-	-	-	-	-	-	-
Social Services	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	7	55	\$10.13	\$9.68	\$9.48	\$10.03	\$10.51	\$9.38	\$10.99

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit Status									
Profit	3	31	-	-	-	-	-	-	-
Non-Profit	4	24	-	-	-	-	-	-	-
Match Degree									
Good Match	7	55	\$10.13	\$9.68	\$9.48	\$10.03	\$10.51	\$9.38	\$10.99
Range of Pay									
Start Pay	6	54	\$9.34	**	\$9.14	\$9.17	\$9.35	\$9.12	\$9.72
Lowest Pay	6	54	\$9.53	**	\$9.13	\$9.29	\$9.84	\$9.10	\$10.20
Highest Pay	6	54	\$11.52	**	\$10.54	\$11.31	\$12.57	\$10.14	\$13.12
Total Compensation									
Not Receiving / Base Pay	7	55	\$10.13	\$9.68	\$9.48	\$10.03	\$10.51	\$9.38	\$10.99
Combined / Variable + Base	7	55	\$10.13	\$9.68	\$9.49	\$10.03	\$10.51	\$9.38	\$10.99

Oregon Regional Pay Survey

Maid/Housekeeping Cleaner - 8700N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Perform any combination of tasks to maintain commercial or institutional establishments, such as hotels, restaurants and hospitals, in a clean and orderly manner. Duties typically include make beds, replenish linens, vacuum rooms and halls, arrange furniture, empty trash and dust.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41
Geographic Area									
Portland Metro	3	21	-	-	-	-	-	-	-
Mid-Willamette	3	58	-	-	-	-	-	-	-
- Total Willamette	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41
Employment Size									
1 - 75	3	13	-	-	-	-	-	-	-
76-199	1	13	-	-	-	-	-	-	-
200-299	1	11	-	-	-	-	-	-	-
300+	1	42	-	-	-	-	-	-	-
400+	1	42	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	22	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	11	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	42	-	-	-	-	-	-	-
Industry									
Financial (Banking, Insurance, Real Estate)	1	9	-	-	-	-	-	-	-
Health Services	3	25	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	42	-	-	-	-	-	-	-
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Union Status									
Non-Union	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41
Profit Status									
Profit	3	52	-	-	-	-	-	-	-
Non-Profit	3	27	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41
Range of Pay									
Start Pay	6	79	\$9.29	**	\$9.14	\$9.20	\$9.40	\$9.12	\$9.54
Lowest Pay	4	75	-	**	-	-	-	-	-
Highest Pay	4	75	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41
Combined / Variable + Base	6	79	\$10.62	\$10.30	\$10.20	\$10.65	\$10.98	\$9.80	\$11.41

Oregon Regional Pay Survey

Laundry Worker - 8720N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Load articles into washer and add specified amounts of cleaning agents. Remove clean articles from washers and place them in wringers and dryers. Sort, fold and store clean articles. May open bundles and weigh laundry. May soak contaminated articles in special solutions. May mix bleaches and dyes. Excludes laundry workers who also press clothing, or who perform specialized duties such as patching, classification, spotting or dry cleaning.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	18	\$11.08	\$10.83	\$10.09	\$10.73	\$11.94	\$9.87	\$12.64
Geographic Area									
Portland Metro	4	11	-	-	-	-	-	-	-
Mid-Willamette	2	7	-	-	-	-	-	-	-
- Total Willamette	6	18	\$11.08	\$10.83	\$10.09	\$10.73	\$11.94	\$9.87	\$12.64
Employment Size									
1 - 75	3	5	-	-	-	-	-	-	-
200-299	2	7	-	-	-	-	-	-	-
300+	1	6	-	-	-	-	-	-	-
400+	1	6	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	3	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	5	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
Industry									
Financial (Banking, Insurance, Real Estate)	1	1	-	-	-	-	-	-	-
Health Services	2	5	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	6	-	-	-	-	-	-	-
Services, not elsewhere classified	2	6	-	-	-	-	-	-	-
Union Status									
Non-Union	6	18	\$11.08	\$10.83	\$10.09	\$10.73	\$11.94	\$9.87	\$12.64
Profit Status									
Profit	3	10	-	-	-	-	-	-	-
Non-Profit	3	8	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	6	18	\$11.08	\$10.83	\$10.09	\$10.73	\$11.94	\$9.87	\$12.64
Range of Pay									
Start Pay	6	18	\$9.82	**	\$9.36	\$9.84	\$10.16	\$9.19	\$10.44
Lowest Pay	4	15	-	**	-	-	-	-	-
Highest Pay	4	15	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	18	\$11.08	\$10.83	\$10.09	\$10.73	\$11.94	\$9.87	\$12.64
Combined / Variable + Base	6	18	\$11.08	\$10.83	\$10.09	\$10.74	\$11.94	\$9.87	\$12.64

Oregon Regional Pay Survey

Child Care Worker - 9000N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Attend to children at school, business, and institutional establishments. Perform a variety of tasks, such as dressing, feeding, bathing, providing basic instruction and overseeing play. Excludes Preschool Teachers and Teachers Aides.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	38	\$11.94	\$11.10	\$10.15	\$11.63	\$13.93	\$10.05	\$13.98
Geographic Area									
Portland Metro	2	18	-	-	-	-	-	-	-
- Total Willamette	2	18	-	-	-	-	-	-	-
Surrounding Area	3	20	-	-	-	-	-	-	-
Employment Size									
76-199	1	1	-	-	-	-	-	-	-
200-299	3	27	-	-	-	-	-	-	-
300+	1	10	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	5	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	13	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	19	-	-	-	-	-	-	-
Industry									
Education Services	1	5	-	-	-	-	-	-	-
Health Services	1	10	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	9	-	-	-	-	-	-	-
Natural Resources / Mining	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	13	-	-	-	-	-	-	-
Union Status									
Non-Union	5	38	\$11.94	\$11.10	\$10.15	\$11.63	\$13.93	\$10.05	\$13.98
Profit Status									
Profit	1	1	-	-	-	-	-	-	-
Non-Profit	4	37	-	-	-	-	-	-	-
Match Degree									
Good Match	4	37	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	4	29	-	**	-	-	-	-	-
Lowest Pay	3	19	-	**	-	-	-	-	-
Highest Pay	3	19	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	5	38	\$11.94	\$11.10	\$10.15	\$11.63	\$13.93	\$10.05	\$13.98
Combined / Variable + Base	5	38	\$11.94	\$11.10	\$10.15	\$11.63	\$13.93	\$10.05	\$13.98

Oregon Regional Pay Survey

Certified Medical Assistant - 9060N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Aids physician with all back office duties. Acquires patient's history. Performs injections and assists in examinations and procedures. Administers laboratory and radiological examinations. Requires a high school diploma and medical assistant certificate and 0-2 years of experience in a related field.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	12	263	\$16.06	\$15.74	\$14.79	\$15.33	\$17.20	\$14.47	\$18.20
Geographic Area									
Portland Metro	4	71	-	-	-	-	-	-	-
Mid-Willamette	5	86	\$16.12	\$16.00	\$14.84	\$15.78	\$17.25	\$14.61	\$17.88
- Total Willamette	9	157	\$15.78	\$15.95	\$14.69	\$15.25	\$17.19	\$14.42	\$17.46
Surrounding Area	3	106	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	26	\$16.71	\$16.77	\$14.84	\$15.25	\$18.30	\$14.75	\$19.61
76-199	2	43	-	-	-	-	-	-	-
200-299	2	13	-	-	-	-	-	-	-
300+	3	181	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	8	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	7	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	18	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	48	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	55	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	126	-	-	-	-	-	-	-
\$200.0 and higher	1	1	-	-	-	-	-	-	-
Industry									
Health Services	11	260	\$15.95	\$15.72	\$14.76	\$15.25	\$16.49	\$14.45	\$18.30
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Union Status									
Non-Union	12	263	\$16.06	\$15.74	\$14.79	\$15.33	\$17.20	\$14.47	\$18.20
Profit Status									
Profit	9	245	\$16.25	\$15.79	\$14.84	\$15.41	\$17.19	\$14.61	\$18.74
Non-Profit	3	18	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Good Match	11	225	\$15.96	\$15.50	\$14.76	\$15.25	\$16.52	\$14.45	\$18.30
Heavy Match	1	38	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	163	\$13.80	**	\$13.43	\$13.80	\$14.04	\$12.99	\$14.67
Lowest Pay	8	222	\$13.21	**	\$12.85	\$13.39	\$13.57	\$12.35	\$13.72
Highest Pay	8	222	\$17.50	**	\$15.65	\$17.63	\$18.65	\$15.16	\$19.70
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	11	262	\$16.14	\$15.74	\$14.76	\$15.41	\$17.22	\$14.45	\$18.30
Combined / Variable + Base	12	263	\$16.09	\$15.74	\$14.79	\$15.52	\$17.21	\$14.47	\$18.20

Oregon Regional Pay Survey

Certified Nursing Assistant - 9080N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

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

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	298	\$13.47	\$12.58	\$12.02	\$12.37	\$15.16	\$11.96	\$16.09
Geographic Area									
Portland Metro	2	114	-	-	-	-	-	-	-
Mid-Willamette	4	149	-	-	-	-	-	-	-
- Total Willamette	6	263	\$12.59	\$12.10	\$11.99	\$12.04	\$12.53	\$11.96	\$13.78
Surrounding Area	2	35	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	68	-	-	-	-	-	-	-
76-199	2	36	-	-	-	-	-	-	-
200-299	2	163	-	-	-	-	-	-	-
300+	1	31	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	65	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	36	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	163	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	31	-	-	-	-	-	-	-
Industry									
Health Services	7	295	\$13.27	\$12.55	\$12.00	\$12.04	\$14.37	\$11.96	\$16.10
Services, not elsewhere classified	1	3	-	-	-	-	-	-	-
Union Status									
Non-Union	8	298	\$13.47	\$12.58	\$12.02	\$12.37	\$15.16	\$11.96	\$16.09
Profit Status									
Profit	2	65	-	-	-	-	-	-	-
Non-Profit	6	233	\$13.95	\$12.73	\$12.15	\$13.78	\$15.75	\$11.96	\$16.12
Match Degree									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Light Match	1	3	-	-	-	-	-	-	-
Good Match	7	295	\$13.27	\$12.55	\$12.00	\$12.04	\$14.37	\$11.96	\$16.10
Range of Pay									
Start Pay	7	266	\$11.57	**	\$10.85	\$11.29	\$11.91	\$10.12	\$13.16
Lowest Pay	6	264	\$11.83	**	\$11.13	\$11.38	\$12.13	\$10.65	\$13.46
Highest Pay	6	264	\$15.14	**	\$13.44	\$14.34	\$16.28	\$12.93	\$18.16
Total Compensation									
Receiving / Base Pay	1	18	-	-	-	-	-	-	-
Receiving / Variable Amount	1	18	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	18	-	-	-	-	-	-	-
Receiving / Variable + Base	1	18	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	280	\$13.47	\$12.61	\$12.02	\$12.37	\$15.16	\$11.96	\$16.09
Combined / Variable + Base	8	298	\$13.55	\$12.64	\$12.02	\$12.68	\$15.16	\$11.96	\$16.09

Oregon Regional Pay Survey

Registered Dietitian - 9120N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assesses nutritional status and needs, administers medical nutrition therapy and educates patient on nutrition. Interprets result of treatment and coordinates further nutritional care. May also supervise and provide advice to food service operations. Typically requires bachelor's degree and an American Dietetic Association registration and 1 or more years of dietetic experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	11	\$29.32	\$28.09	\$26.43	\$29.80	\$31.37	\$25.10	\$33.08

Geographic Area

Portland Metro	2	4	-	-	-	-	-	-	-
Mid-Willamette	1	3	-	-	-	-	-	-	-
- Total Willamette	3	7	-	-	-	-	-	-	-
Surrounding Area	3	4	-	-	-	-	-	-	-

Employment Size

1 - 75	2	2	-	-	-	-	-	-	-
76-199	1	2	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	2	6	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	2	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	3	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-

Industry

Health Services	5	10	\$28.85	\$27.73	\$25.55	\$29.09	\$30.50	\$25.00	\$32.89
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-

Union Status

Non-Union	6	11	\$29.32	\$28.09	\$26.43	\$29.80	\$31.37	\$25.10	\$33.08
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Profit Status

Profit	3	7	-	-	-	-	-	-	-
Non-Profit	3	4	-	-	-	-	-	-	-

Match Degree

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	5	8	\$30.26	\$29.38	\$29.09	\$30.50	\$31.66	\$26.97	\$33.36
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	4	-	**	-	-	-	-	-
Lowest Pay	4	7	-	**	-	-	-	-	-
Highest Pay	4	7	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	6	11	\$29.32	\$28.09	\$26.43	\$29.80	\$31.37	\$25.10	\$33.08
Combined / Variable + Base	6	11	\$29.32	\$28.09	\$26.44	\$29.80	\$31.37	\$25.10	\$33.08

Oregon Regional Pay Survey

Medical Records Clerk - 9140N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Responsible for organizing and evaluating patient medical records. Files all correspondence, lab and x-ray reports as well as dictated notes into patient medical records. May photocopy records and research location of patient records.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	13	46	\$14.65	\$14.02	\$13.03	\$14.29	\$16.24	\$12.14	\$17.01
Geographic Area									
Portland Metro	5	13	\$14.68	\$14.67	\$13.26	\$14.29	\$16.82	\$12.50	\$16.96
Mid-Willamette	4	23	-	-	-	-	-	-	-
- Total Willamette	9	36	\$14.41	\$13.81	\$12.64	\$14.07	\$16.82	\$12.01	\$17.16
Surrounding Area	4	10	-	-	-	-	-	-	-
Employment Size									
1 - 75	5	17	\$14.11	\$13.13	\$12.02	\$13.26	\$16.24	\$12.00	\$16.73
76-199	3	10	-	-	-	-	-	-	-
200-299	3	6	-	-	-	-	-	-	-
300+	2	13	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	2	5	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	14	-	-	-	-	-	-	-
\$12.0 - \$16.9	2	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	5	-	-	-	-	-	-	-
Industry									
Health Services	11	41	\$14.25	\$13.62	\$12.84	\$14.07	\$15.81	\$12.02	\$16.82
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Services, not elsewhere classified	1	4	-	-	-	-	-	-	-
Union Status									
Non-Union	13	46	\$14.65	\$14.02	\$13.03	\$14.29	\$16.24	\$12.14	\$17.01
Profit Status									
Profit	9	38	\$14.15	\$13.51	\$12.64	\$13.26	\$16.24	\$12.01	\$16.87
Non-Profit	4	8	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	12	42	\$14.47	\$13.75	\$12.93	\$14.18	\$16.11	\$12.08	\$16.98
Heavy Match	1	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	9	20	\$12.49	**	\$12.06	\$12.70	\$13.80	\$10.02	\$14.06
Lowest Pay	11	33	\$13.09	**	\$11.73	\$13.52	\$14.43	\$11.00	\$14.59
Highest Pay	11	33	\$16.39	**	\$13.78	\$16.27	\$17.40	\$13.00	\$18.98
Total Compensation									
Not Receiving / Base Pay	13	46	\$14.65	\$14.02	\$13.03	\$14.29	\$16.24	\$12.14	\$17.01
Combined / Variable + Base	13	46	\$14.65	\$14.02	\$13.03	\$14.29	\$16.24	\$12.14	\$17.01

Oregon Regional Pay Survey

Licensed Practical Nurse (LPN) - 9230N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Licensed Practical Nurse (LPN) working in healthcare, public health or occupational health. The job typically requires up to two years of training, or equivalent, and passing a licensing examination. Incumbents assist physicians, company medical officers or RN's with duties such as direct patient care, conducting public health clinics, employment physicals, treating workplace injuries, or assisting with management of workers' compensation cases. Incumbents may conduct first response training or CPR. Incumbents may assist with records management, government report preparation or similar administrative tasks.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	37	\$22.30	\$21.26	\$20.00	\$20.83	\$23.06	\$19.69	\$25.73
Geographic Area									
Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	4	26	-	-	-	-	-	-	-
- Total Willamette	7	32	\$22.66	\$21.49	\$20.16	\$21.42	\$23.20	\$19.84	\$26.48
Surrounding Area	1	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	6	-	-	-	-	-	-	-
76-199	1	9	-	-	-	-	-	-	-
200-299	1	12	-	-	-	-	-	-	-
300+	3	10	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	4	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	10	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	12	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	4	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	6	-	-	-	-	-	-	-
Industry									
Health Services	8	37	\$22.30	\$21.26	\$20.00	\$20.83	\$23.06	\$19.69	\$25.73
Union Status									
Non-Union	8	37	\$22.30	\$21.26	\$20.00	\$20.83	\$23.06	\$19.69	\$25.73
Profit Status									
Profit	6	16	\$22.44	\$20.78	\$19.85	\$20.75	\$22.54	\$19.64	\$26.95
Non-Profit	2	21	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Good Match	7	36	\$21.06	\$20.99	\$19.93	\$20.24	\$22.17	\$19.66	\$23.14
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	21	-	**	-	-	-	-	-
Lowest Pay	5	34	\$18.22	**	\$15.52	\$19.00	\$19.25	\$15.39	\$20.90
Highest Pay	5	34	\$23.78	**	\$22.96	\$24.31	\$24.62	\$21.50	\$25.75
Total Compensation									
Not Receiving / Base Pay	8	37	\$22.30	\$21.26	\$20.00	\$20.83	\$23.06	\$19.69	\$25.73
Combined / Variable + Base	8	37	\$22.30	\$21.26	\$20.00	\$20.83	\$23.06	\$19.69	\$25.73

Oregon Regional Pay Survey

Member Service Representative - 9240N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Respond to inquiries from customers regarding managed care programs including benefits and coverage information, authorizations, billings, eligibility, claims status, etc., while exercising good judgment and professionalism. Typically requires high school education or GED, knowledge of medical terminology and 2 years of experience in customer service related roles.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	49	\$16.61	\$15.25	\$15.21	\$15.74	\$16.14	\$14.27	\$19.82
Geographic Area									
Portland Metro	3	35	-	-	-	-	-	-	-
Mid-Willamette	2	11	-	-	-	-	-	-	-
- Total Willamette	5	46	\$16.68	\$15.18	\$15.05	\$15.69	\$15.79	\$14.11	\$20.34
Surrounding Area	1	3	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	1	-	-	-	-	-	-	-
76-199	1	3	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	3	44	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	10	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	28	-	-	-	-	-	-	-
Industry									
Financial (Banking, Insurance, Real Estate)	1	28	-	-	-	-	-	-	-
Health Services	4	20	-	-	-	-	-	-	-
Services, not elsewhere classified	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	6	49	\$16.61	\$15.25	\$15.21	\$15.74	\$16.14	\$14.27	\$19.82
Profit Status									
Profit	5	48	\$15.25	\$15.08	\$15.05	\$15.69	\$15.79	\$14.11	\$16.07
Non-Profit	1	1	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	4	45	-	-	-	-	-	-	-
Heavy Match	1	3	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Lowest Pay	5	43	\$14.74	**	\$13.75	\$14.50	\$15.50	\$12.90	\$16.78
Highest Pay	5	43	\$20.86	**	\$18.51	\$20.69	\$22.87	\$17.36	\$24.53
Total Compensation									
Not Receiving / Base Pay	6	49	\$16.61	\$15.25	\$15.21	\$15.74	\$16.14	\$14.27	\$19.82
Combined / Variable + Base	6	49	\$16.61	\$15.25	\$15.21	\$15.74	\$16.14	\$14.27	\$19.82

Oregon Regional Pay Survey

Medical Claims Processor - 9245N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Processes and approves for payment medical and/or dental claims (including surgical and hospital) by comparing contract coverage to claims submitted. May compose standard correspondence to subscriber or providers. May use automated claims adjudication system to process claims. Typically requires 1-2 years claims processing experience, knowledge of medical and/or dental terminology, and knowledge of coding systems (ICDA, ICD-9, ADA, etc.)

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	10	94	\$16.76	\$15.70	\$15.32	\$16.62	\$18.46	\$13.56	\$19.98
Geographic Area									
Portland Metro	3	69	-	-	-	-	-	-	-
Mid-Willamette	2	3	-	-	-	-	-	-	-
- Total Willamette	5	72	\$15.65	\$15.17	\$13.69	\$15.16	\$15.81	\$12.93	\$19.02
Surrounding Area	5	22	\$17.86	\$17.40	\$16.76	\$17.45	\$18.79	\$16.59	\$19.43
Employment Size									
1 - 75	3	3	-	-	-	-	-	-	-
76-199	3	10	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-
300+	3	79	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	4	8	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	4	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	12	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	2	-	-	-	-	-	-	-
\$100.0 - \$199.9	1	67	-	-	-	-	-	-	-
Industry									
Financial (Banking, Insurance, Real Estate)	2	77	-	-	-	-	-	-	-
Health Services	7	15	\$16.54	\$16.82	\$14.75	\$16.47	\$18.12	\$13.18	\$19.74
Leisure / Hospitality Services	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	10	94	\$16.76	\$15.70	\$15.32	\$16.62	\$18.46	\$13.56	\$19.98
Profit Status									
Profit	5	74	\$16.92	\$15.36	\$15.16	\$15.81	\$18.79	\$14.28	\$20.21
Non-Profit	5	20	\$16.59	\$16.95	\$16.47	\$16.76	\$17.45	\$14.04	\$18.89

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Light Match	1	1	-	-	-	-	-	-	-
Good Match	7	89	\$16.46	\$15.57	\$15.49	\$16.47	\$17.11	\$14.57	\$18.41
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	24	\$13.78	**	\$12.43	\$14.00	\$15.03	\$12.28	\$15.38
Lowest Pay	9	93	\$13.75	**	\$12.39	\$12.55	\$15.04	\$11.74	\$16.43
Highest Pay	9	93	\$18.26	**	\$16.31	\$18.60	\$19.92	\$15.96	\$20.73
Total Compensation									
Receiving / Base Pay	1	10	-	-	-	-	-	-	-
Receiving / Variable Amount	1	10	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	10	-	-	-	-	-	-	-
Receiving / Variable + Base	1	10	-	-	-	-	-	-	-
Not Receiving / Base Pay	9	84	\$16.76	\$15.57	\$15.16	\$16.47	\$18.79	\$13.44	\$20.11
Combined / Variable + Base	10	94	\$16.78	\$15.72	\$15.32	\$16.74	\$18.45	\$13.56	\$19.98

Oregon Regional Pay Survey

Physician's Assistant - 9265N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Assists physicians in clinic by taking patient histories, performs physical before physician's exam, orders tests and examinations within guidelines. Assists with pre-operative planning; assists with all forms of surgeries under the direction of a supervising physician. Must be state licensed following completion of training in a Physicians' Assistant program.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	7	26	\$43.58	\$42.91	\$41.98	\$43.07	\$47.53	\$36.66	\$50.53
Geographic Area									
Portland Metro	3	5	-	-	-	-	-	-	-
Mid-Willamette	1	2	-	-	-	-	-	-	-
- Total Willamette	4	7	-	-	-	-	-	-	-
Surrounding Area	3	19	-	-	-	-	-	-	-
Employment Size									
1 - 75	4	6	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	2	19	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	18	-	-	-	-	-	-	-
Industry									
Health Services	6	25	\$42.06	\$42.52	\$41.46	\$43.05	\$45.28	\$35.59	\$47.53
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	7	26	\$43.58	\$42.91	\$41.98	\$43.07	\$47.53	\$36.66	\$50.53
Profit Status									
Profit	5	24	\$42.28	\$42.59	\$43.02	\$43.07	\$46.02	\$35.35	\$47.84
Non-Profit	2	2	-	-	-	-	-	-	-
Match Degree									
Good Match	7	26	\$43.58	\$42.91	\$41.98	\$43.07	\$47.53	\$36.66	\$50.53

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Range of Pay									
Start Pay	6	25	\$33.69	**	\$31.77	\$34.94	\$37.23	\$27.55	\$38.58
Lowest Pay	2	19	-	**	-	-	-	-	-
Highest Pay	2	19	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	12	-	-	-	-	-	-	-
Receiving / Variable Amount	2	12	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	12	-	-	-	-	-	-	-
Receiving / Variable + Base	2	12	-	-	-	-	-	-	-
Not Receiving / Base Pay	6	14	\$43.18	\$42.61	\$41.46	\$43.05	\$47.56	\$35.59	\$50.90
Combined / Variable + Base	7	26	\$44.62	\$46.49	\$42.01	\$47.94	\$48.72	\$36.66	\$50.53

Oregon Regional Pay Survey

ICD-9/CPT Coding Specialist - 9285N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Responsible for all ICD-9/CPT Coding for office visits, procedures and surgeries. Must have a thorough understanding and stay up-to-date with all coding guidelines.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	38	\$20.03	\$19.90	\$19.17	\$19.74	\$21.32	\$18.98	\$21.54
Geographic Area									
Portland Metro	2	3	-	-	-	-	-	-	-
Mid-Willamette	2	13	-	-	-	-	-	-	-
- Total Willamette	4	16	-	-	-	-	-	-	-
Surrounding Area	5	22	\$20.34	\$20.21	\$19.74	\$19.77	\$21.53	\$19.33	\$21.57
Employment Size									
1 - 75	3	7	-	-	-	-	-	-	-
76-199	3	7	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	2	23	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	2	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	3	8	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	9	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	15	-	-	-	-	-	-	-
Industry									
Health Services	8	37	\$20.06	\$19.90	\$19.14	\$19.57	\$21.37	\$18.95	\$21.55
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	9	38	\$20.03	\$19.90	\$19.17	\$19.74	\$21.32	\$18.98	\$21.54
Profit Status									
Profit	7	34	\$19.85	\$19.75	\$19.11	\$19.40	\$20.53	\$18.91	\$21.40
Non-Profit	2	4	-	-	-	-	-	-	-
Match Degree									
Good Match	6	32	\$20.03	\$19.80	\$19.22	\$19.76	\$20.93	\$18.88	\$21.46

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	3	6	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	24	\$15.77	**	\$15.25	\$15.32	\$16.71	\$14.38	\$17.60
Lowest Pay	6	32	\$15.92	**	\$15.29	\$16.43	\$17.45	\$13.54	\$17.78
Highest Pay	6	32	\$22.66	**	\$21.58	\$22.12	\$22.77	\$21.03	\$24.84
Total Compensation									
Not Receiving / Base Pay	9	38	\$20.03	\$19.90	\$19.17	\$19.74	\$21.32	\$18.98	\$21.54
Combined / Variable + Base	9	38	\$20.03	\$19.90	\$19.17	\$19.74	\$21.32	\$18.98	\$21.54

Oregon Regional Pay Survey

Patient Financial Representative (Collections) - 9290N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Communicates and works with patients to keep their accounts paid. Works to bring past-due accounts up to date. May also work out payment plans. Must be familiar with state laws regarding collections. Requires one year certificate from college or technical school or equivalent related experience or combination of training and experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	48	\$16.96	\$15.87	\$16.31	\$16.80	\$17.55	\$14.96	\$18.51
Geographic Area									
Portland Metro	3	6	-	-	-	-	-	-	-
Mid-Willamette	3	9	-	-	-	-	-	-	-
- Total Willamette	6	15	\$16.95	\$17.00	\$16.68	\$17.17	\$17.55	\$15.82	\$17.88
Surrounding Area	3	33	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	4	-	-	-	-	-	-	-
76-199	2	5	-	-	-	-	-	-	-
200-299	2	5	-	-	-	-	-	-	-
300+	2	34	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	3	5	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	6	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	31	-	-	-	-	-	-	-
Industry									
Health Services	7	43	\$16.47	\$15.52	\$15.66	\$16.64	\$17.17	\$14.93	\$17.80
Leisure / Hospitality Services	1	3	-	-	-	-	-	-	-
Services, not elsewhere classified	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	9	48	\$16.96	\$15.87	\$16.31	\$16.80	\$17.55	\$14.96	\$18.51
Profit Status									
Profit	7	43	\$16.47	\$15.52	\$15.66	\$16.64	\$17.17	\$14.93	\$17.80
Non-Profit	2	5	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes		
				25%	Median	75%	10%	90%	
Match Degree									
Good Match	7	44	\$17.10	\$15.82	\$15.90	\$17.53	\$17.88	\$14.93	\$18.83
Heavy Match	2	4	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	38	\$14.99	**	\$14.39	\$14.74	\$15.97	\$13.46	\$16.76
Lowest Pay	8	47	\$15.14	**	\$13.79	\$15.27	\$16.37	\$12.92	\$17.19
Highest Pay	8	47	\$19.20	**	\$17.27	\$19.70	\$20.88	\$16.00	\$22.01
Total Compensation									
Not Receiving / Base Pay	9	48	\$16.96	\$15.87	\$16.31	\$16.80	\$17.55	\$14.96	\$18.51
Combined / Variable + Base	9	48	\$16.96	\$15.87	\$16.31	\$16.80	\$17.55	\$14.96	\$18.51

Oregon Regional Pay Survey

Scheduler/Patient Registration - 9310N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Schedules appointments, tests, surgeries, answers telephones, greets patients. Assesses patient's appointment needs, requests authorizations for referrals, surgeries and verifies that all information is in place before patient's appointment. Requires one year certificate from college or technical school or equivalent related experience. Medical terminology and insurance knowledge preferred.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	8	115	\$14.70	\$14.72	\$13.01	\$15.08	\$16.12	\$12.58	\$16.46
Geographic Area									
Portland Metro	2	9	-	-	-	-	-	-	-
Mid-Willamette	2	12	-	-	-	-	-	-	-
- Total Willamette	4	21	-	-	-	-	-	-	-
Surrounding Area	4	94	-	-	-	-	-	-	-
Employment Size									
1 - 75	3	15	-	-	-	-	-	-	-
76-199	2	23	-	-	-	-	-	-	-
200-299	1	2	-	-	-	-	-	-	-
300+	2	75	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	20	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	16	-	-	-	-	-	-	-
\$55.0 - \$99.9	3	77	-	-	-	-	-	-	-
Industry									
Health Services	7	113	\$14.50	\$14.69	\$12.89	\$14.10	\$16.18	\$12.56	\$16.52
Leisure / Hospitality Services	1	2	-	-	-	-	-	-	-
Union Status									
Non-Union	8	115	\$14.70	\$14.72	\$13.01	\$15.08	\$16.12	\$12.58	\$16.46
Profit Status									
Profit	5	105	\$14.61	\$14.66	\$13.13	\$14.10	\$16.29	\$12.84	\$16.64
Non-Profit	3	10	-	-	-	-	-	-	-
Match Degree									
Good Match	6	96	\$14.72	\$14.39	\$13.37	\$15.08	\$16.06	\$12.89	\$16.18

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	2	19	-	-	-	-	-	-	-
Range of Pay									
Start Pay	6	99	\$12.65	**	\$12.26	\$12.48	\$13.31	\$11.72	\$13.76
Lowest Pay	6	99	\$13.39	**	\$12.10	\$13.38	\$14.53	\$11.55	\$15.26
Highest Pay	6	99	\$17.01	**	\$16.59	\$17.49	\$17.87	\$15.06	\$18.50
Total Compensation									
Not Receiving / Base Pay	8	115	\$14.70	\$14.72	\$13.01	\$15.08	\$16.12	\$12.58	\$16.46
Combined / Variable + Base	8	115	\$14.70	\$14.72	\$13.01	\$15.08	\$16.12	\$12.58	\$16.46

Oregon Regional Pay Survey

Referral Coordinator - 9315N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Processes all referrals to and from physician offices. Obtains prior authorizations from insurance carriers. Is knowledgeable in coding procedures and insurance regulations. Requires one year certificate from college or technical school or equivalent related experience or combination of training and experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	6	46	\$18.56	\$17.55	\$16.02	\$18.05	\$21.20	\$14.89	\$22.73

Geographic Area

Portland Metro	1	5	-	-	-	-	-	-	-
Mid-Willamette	1	1	-	-	-	-	-	-	-
- Total Willamette	2	6	-	-	-	-	-	-	-
Surrounding Area	4	40	-	-	-	-	-	-	-

Employment Size

1 - 75	2	2	-	-	-	-	-	-	-
76-199	2	8	-	-	-	-	-	-	-
300+	2	36	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	30	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	6	-	-	-	-	-	-	-

Industry

Financial (Banking, Insurance, Real Estate)	1	30	-	-	-	-	-	-	-
Health Services	5	16	\$18.82	\$18.16	\$15.62	\$18.87	\$21.98	\$14.74	\$22.87

Union Status

Non-Union	6	46	\$18.56	\$17.55	\$16.02	\$18.05	\$21.20	\$14.89	\$22.73
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Profit Status

Profit	4	15	-	-	-	-	-	-	-
Non-Profit	2	31	-	-	-	-	-	-	-

Match Degree

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Good Match	3	8	-	-	-	-	-	-	-
Heavy Match	3	38	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	14	-	**	-	-	-	-	-
Lowest Pay	4	15	-	**	-	-	-	-	-
Highest Pay	4	15	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	30	-	-	-	-	-	-	-
Receiving / Variable Amount	1	30	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	30	-	-	-	-	-	-	-
Receiving / Variable + Base	1	30	-	-	-	-	-	-	-
Not Receiving / Base Pay	5	16	\$18.82	\$18.16	\$15.62	\$18.87	\$21.98	\$14.74	\$22.87
Combined / Variable + Base	6	46	\$18.60	\$17.74	\$16.09	\$18.19	\$21.20	\$14.89	\$22.73

Oregon Regional Pay Survey

Pharmacy Assistant - 9410N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under direct pharmacist supervision, enters prescription details in patient profile, selects correct medication, places in container, and labels for pharmacist review. Checks and restocks supplies, packages and labels products.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	8	\$14.40	\$13.98	\$13.35	\$13.69	\$15.83	\$13.18	\$15.97
Geographic Area									
Portland Metro	1	1	-	-	-	-	-	-	-
Mid-Willamette	1	2	-	-	-	-	-	-	-
- Total Willamette	2	3	-	-	-	-	-	-	-
Surrounding Area	3	5	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	1	-	-	-	-	-	-	-
76-199	1	3	-	-	-	-	-	-	-
200-299	1	1	-	-	-	-	-	-	-
300+	2	3	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	1	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	3	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	2	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	2	-	-	-	-	-	-	-
Industry									
Health Services	4	7	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	1	-	-	-	-	-	-	-
Union Status									
Non-Union	5	8	\$14.40	\$13.98	\$13.35	\$13.69	\$15.83	\$13.18	\$15.97
Profit Status									
Profit	2	3	-	-	-	-	-	-	-
Non-Profit	3	5	-	-	-	-	-	-	-
Match Degree									
Light Match	1	3	-	-	-	-	-	-	-
Good Match	3	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Heavy Match	1	1	-	-	-	-	-	-	-
Range of Pay									
Start Pay	2	4	-	**	-	-	-	-	-
Lowest Pay	4	7	-	**	-	-	-	-	-
Highest Pay	4	7	-	**	-	-	-	-	-
Total Compensation									
Not Receiving / Base Pay	5	8	\$14.40	\$13.98	\$13.35	\$13.69	\$15.83	\$13.18	\$15.97
Combined / Variable + Base	5	8	\$14.40	\$13.98	\$13.35	\$13.69	\$15.83	\$13.18	\$15.97

Oregon Regional Pay Survey

Pharmacy Technician - 9415N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Under direct supervision of a pharmacist, locates correct medication and strength. Measures appropriate quantity, places in container and labels appropriately. Medications are reviewed by pharmacist prior to being dispensed. Enters data into patient's profile. Typically requires high school diploma, and annual certification with a minimum of 4 years experience.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	10	\$16.44	\$16.64	\$15.78	\$16.46	\$16.63	\$15.61	\$17.36

Geographic Area

Portland Metro	1	2	-	-	-	-	-	-	-
Mid-Willamette	2	5	-	-	-	-	-	-	-
- Total Willamette	3	7	-	-	-	-	-	-	-
Surrounding Area	2	3	-	-	-	-	-	-	-

Employment Size

1 - 75	1	1	-	-	-	-	-	-	-
200-299	2	6	-	-	-	-	-	-	-
300+	2	3	-	-	-	-	-	-	-

Revenue In Millions

\$0 - \$2.9	2	5	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	1	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	4	-	-	-	-	-	-	-

Industry

Health Services	3	4	-	-	-	-	-	-	-
Leisure / Hospitality Services	1	2	-	-	-	-	-	-	-
Services, not elsewhere classified	1	4	-	-	-	-	-	-	-

Union Status

Non-Union	5	10	\$16.44	\$16.64	\$15.78	\$16.46	\$16.63	\$15.61	\$17.36
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Profit Status

Profit	2	3	-	-	-	-	-	-	-
Non-Profit	3	7	-	-	-	-	-	-	-

Match Degree

Light Match	3	6	-	-	-	-	-	-	-
Good Match	2	4	-	-	-	-	-	-	-

Oregon Regional Pay Survey

No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
				25%	Median	75%	10%	90%

Range of Pay

Start Pay	2	6	-	**	-	-	-	-	-
Lowest Pay	4	8	-	**	-	-	-	-	-
Highest Pay	4	8	-	**	-	-	-	-	-

Total Compensation

Not Receiving / Base Pay	5	10	\$16.44	\$16.64	\$15.78	\$16.46	\$16.63	\$15.61	\$17.36
Combined / Variable + Base	5	10	\$16.44	\$16.64	\$15.78	\$16.46	\$16.63	\$15.61	\$17.36

Oregon Regional Pay Survey

Line Installer/Repairer - 9605N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

String and repair telephone and telegraph cable and other equipment for transmitting messages or TV programming. Duties include locating and repairing defects in existing systems; placing, rearranging, and removing underground or aerial cables; installing supports, insulation, or guywire systems; and other auxiliary tasks necessary to maintain lines and cables.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	5	14	\$21.31	\$22.01	\$20.59	\$21.63	\$22.54	\$18.77	\$23.56
Geographic Area									
Portland Metro	1	6	-	-	-	-	-	-	-
Mid-Willamette	4	8	-	-	-	-	-	-	-
- Total Willamette	5	14	\$21.31	\$22.01	\$20.59	\$21.63	\$22.54	\$18.77	\$23.56
Employment Size									
1 - 75	5	14	\$21.31	\$22.01	\$20.59	\$21.63	\$22.54	\$18.77	\$23.56
Revenue In Millions									
\$0 - \$2.9	3	11	-	-	-	-	-	-	-
\$3.0 - \$6.9	1	1	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	2	-	-	-	-	-	-	-
Industry									
Information (Communication/Broadcasting)	4	8	-	-	-	-	-	-	-
Utilities	1	6	-	-	-	-	-	-	-
Union Status									
Non-Union	5	14	\$21.31	\$22.01	\$20.59	\$21.63	\$22.54	\$18.77	\$23.56
Profit Status									
Profit	3	5	-	-	-	-	-	-	-
Non-Profit	2	9	-	-	-	-	-	-	-
Match Degree									
Good Match	3	9	-	-	-	-	-	-	-
Heavy Match	2	5	-	-	-	-	-	-	-
Range of Pay									
Start Pay	3	5	-	**	-	-	-	-	-
Lowest Pay	4	8	-	**	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Highest Pay	4	8	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	2	7	-	-	-	-	-	-	-
Receiving / Variable Amount	2	7	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	7	-	-	-	-	-	-	-
Receiving / Variable + Base	2	7	-	-	-	-	-	-	-
Not Receiving / Base Pay	4	7	-	-	-	-	-	-	-
Combined / Variable + Base	5	14	\$21.45	\$22.16	\$20.59	\$22.11	\$22.54	\$18.77	\$23.68

Oregon Regional Pay Survey

Salesperson - General - 9720N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Receive merchandise, total bill, accept payment and make change for customers in retail store. Total price and tax on merchandise purchased and wrap or bag merchandise for customer. May stock shelves, counters, or tables with merchandise. May set up advertising displays, arrange merchandise on counters or tables to promote sales and stamp, mark or tag price on merchandise. May remove and record amount of cash in register at end of shift, keep records of sales, prepare inventory of stock, or order merchandise.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	9	245	\$12.98	\$11.95	\$10.69	\$12.62	\$13.77	\$10.31	\$15.93
Geographic Area									
Portland Metro	2	7	-	-	-	-	-	-	-
Mid-Willamette	4	52	-	-	-	-	-	-	-
- Total Willamette	6	59	\$13.45	\$11.34	\$11.09	\$12.65	\$14.61	\$10.58	\$17.13
Surrounding Area	3	186	-	-	-	-	-	-	-
Employment Size									
1 - 75	2	4	-	-	-	-	-	-	-
76-199	4	84	-	-	-	-	-	-	-
200-299	2	112	-	-	-	-	-	-	-
300+	1	45	-	-	-	-	-	-	-
Revenue In Millions									
\$0 - \$2.9	1	2	-	-	-	-	-	-	-
\$3.0 - \$6.9	2	47	-	-	-	-	-	-	-
\$7.0 - \$11.9	1	3	-	-	-	-	-	-	-
\$12.0 - \$16.9	1	1	-	-	-	-	-	-	-
\$17.0 - \$26.9	1	6	-	-	-	-	-	-	-
\$27.0 - \$54.9	1	35	-	-	-	-	-	-	-
\$55.0 - \$99.9	1	45	-	-	-	-	-	-	-
\$200.0 and higher	1	106	-	-	-	-	-	-	-
Industry									
Durable Goods Manufacturing	1	1	-	-	-	-	-	-	-
Retail Trade	5	234	\$12.39	\$11.90	\$10.69	\$12.62	\$13.77	\$10.11	\$14.59
Services, not elsewhere classified	2	8	-	-	-	-	-	-	-
Social Services	1	2	-	-	-	-	-	-	-
Union Status									
Union	1	35	-	-	-	-	-	-	-

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Non-Union	8	210	\$12.88	\$11.64	\$10.63	\$12.46	\$13.54	\$10.24	\$16.33
Profit Status									
Profit	6	235	\$13.51	\$11.93	\$11.17	\$13.20	\$14.80	\$10.21	\$17.13
Non-Profit	3	10	-	-	-	-	-	-	-
Match Degree									
Light Match	2	3	-	-	-	-	-	-	-
Good Match	7	242	\$12.20	\$11.91	\$10.58	\$12.62	\$13.39	\$10.17	\$14.32
Range of Pay									
Start Pay	5	160	\$10.67	**	\$9.75	\$10.10	\$11.22	\$9.51	\$12.25
Lowest Pay	4	160	-	**	-	-	-	-	-
Highest Pay	4	160	-	**	-	-	-	-	-
Total Compensation									
Receiving / Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable Amount	1	1	-	-	-	-	-	-	-
Receiving / % of Base Pay	1	1	-	-	-	-	-	-	-
Receiving / Variable + Base	1	1	-	-	-	-	-	-	-
Not Receiving / Base Pay	8	244	\$12.21	\$11.92	\$10.63	\$12.46	\$13.19	\$10.24	\$14.18
Combined / Variable + Base	9	245	\$13.32	\$11.96	\$10.69	\$12.62	\$13.77	\$10.31	\$16.55

Oregon Regional Pay Survey

Cashier-Checker - 9730N

Aging Date: 4/1/2014
Aging Rate: 0.167% Monthly

Operate cash register with electronic scanner. Make change, cash checks, may complete credit-card charge transactions and issue receipts or tickets to customers.

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Total Responses:	11	470	\$11.75	\$10.12	\$9.72	\$10.45	\$13.38	\$9.14	\$15.17
Geographic Area									
Portland Metro	2	7	-	-	-	-	-	-	-
Mid-Willamette	5	242	\$10.62	\$9.95	\$10.25	\$10.45	\$11.36	\$9.57	\$11.69
- Total Willamette	7	249	\$12.22	\$10.15	\$10.35	\$11.36	\$13.38	\$9.79	\$15.94
Surrounding Area	4	221	-	-	-	-	-	-	-
Employment Size									
1 - 75	1	26	-	-	-	-	-	-	-
76-199	4	107	-	-	-	-	-	-	-
200-299	4	255	-	-	-	-	-	-	-
300+	2	82	-	-	-	-	-	-	-
400+	1	10	-	-	-	-	-	-	-
Revenue In Millions									
\$3.0 - \$6.9	2	196	-	-	-	-	-	-	-
\$7.0 - \$11.9	2	36	-	-	-	-	-	-	-
\$17.0 - \$26.9	2	86	-	-	-	-	-	-	-
\$27.0 - \$54.9	2	30	-	-	-	-	-	-	-
\$55.0 - \$99.9	2	82	-	-	-	-	-	-	-
\$200.0 and higher	1	40	-	-	-	-	-	-	-
Industry									
Leisure / Hospitality Services	1	10	-	-	-	-	-	-	-
Non-Durable Goods Manufacturing	1	6	-	-	-	-	-	-	-
Retail Trade	8	453	\$10.69	\$9.99	\$9.44	\$10.08	\$10.82	\$9.13	\$12.89
Wholesale Trade	1	1	-	-	-	-	-	-	-
Union Status									
Union	1	24	-	-	-	-	-	-	-
Non-Union	10	446	\$11.41	\$9.85	\$9.63	\$10.35	\$11.77	\$9.14	\$15.12
Profit Status									

Oregon Regional Pay Survey

	No. of Orgs	No. of EEs	Simple Average	Weighted Average	Interquartile Ranges			Extremes	
					25%	Median	75%	10%	90%
Profit	10	385	\$11.97	\$10.25	\$10.00	\$10.91	\$14.11	\$9.14	\$15.41
Non-Profit	1	85	-	-	-	-	-	-	-
Match Degree									
Good Match	9	322	\$11.67	\$10.14	\$9.91	\$10.45	\$11.91	\$9.46	\$15.39
Heavy Match	2	148	-	-	-	-	-	-	-
Range of Pay									
Start Pay	7	267	\$9.83	**	\$9.16	\$9.36	\$10.01	\$9.14	\$11.14
Lowest Pay	6	243	\$9.70	**	\$9.10	\$9.14	\$9.32	\$9.10	\$10.85
Highest Pay	6	243	\$13.29	**	\$12.67	\$13.78	\$14.06	\$11.94	\$14.15
Total Compensation									
Receiving / Base Pay	2	77	-	-	-	-	-	-	-
Receiving / Variable Amount	2	77	-	-	-	-	-	-	-
Receiving / % of Base Pay	2	77	-	-	-	-	-	-	-
Receiving / Variable + Base	2	77	-	-	-	-	-	-	-
Not Receiving / Base Pay	10	393	\$11.74	\$10.14	\$9.63	\$10.35	\$13.97	\$9.14	\$15.41
Combined / Variable + Base	11	470	\$11.79	\$10.15	\$9.73	\$10.45	\$13.57	\$9.14	\$15.17