

## Douglas County Compensation Plan

Fiscal Year 2009-2010

Job Code	Description	Min	Max
2870	Accountability Support Services Manager	32,198.00	46,924.00
1290	Accountant	45,718.00	66,560.00
1210	Accounting Clerk 1	22,713.00	33,009.00
1230	Accounting Clerk 2	25,480.00	37,148.00
1250	Accounting Technician 1	28,662.00	41,766.00
1251	Accounting Technician 1 (PS)	31,532.00	45,947.00
1270	Accounting Technician 2	32,198.00	46,924.00
1910	Administrative Assistant	28,662.00	41,766.00
1911	Administrative Assistant (PS)	31,532.00	45,947.00
2610	Animal Control Deputy	32,198.00	41,163.00
2010	Assessment Manager	36,171.00	52,769.00
4520	Assessment Technician 1	24,024.00	34,964.00
4525	Assessment Technician 2	27,060.00	39,374.00
9010	Assessor	62,795.00	62,795.00
1830	Assistant County Counsel	54,433.00	79,310.00
1790	Assistant District Attorney	77,958.00	113,547.00
2940	Assistant Juvenile Department Director	54,433.00	79,310.00
2885	Assistant Juvenile Detention/Shelter Manager	43,118.00	62,857.00
1360	Auditor	48,464.00	70,553.00
1980	Board Assistant	32,198.00	46,924.00
5480	Body & Paint Worker	32,531.00	41,579.00
3330	Branch Librarian	28,662.00	41,766.00
5140	Bridge Carpenter	30,243.00	38,584.00
4110	Bridge Engineer	48,464.00	70,553.00
5150	Bridge Equipment Operator	31,699.00	40,580.00
5160	Bridge Welder	32,531.00	41,579.00
5170	Bridge/Special Projects Manager	43,118.00	62,857.00
8170	Building Facilities and Park Director	64,958.00	94,598.00
8190	Building Facilities Director	48,464.00	70,553.00
6690	Building Facilities Project Coordinator	45,718.00	66,560.00
3140	Building Inspection Supervisor	43,118.00	62,857.00
3110	Building Inspector	34,112.00	62,566.00
6680	Building Maintenance Supervisor	38,355.00	55,931.00
6640	Building Maintenance Technician 1	27,060.00	39,374.00

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Job Code	Description	Min	Max
6650	Building Maintenance Technician 2	30,409.00	44,262.00
6660	Building Maintenance Technician 3	34,112.00	49,691.00
6670	Building Maintenance Technician 4	36,171.00	52,769.00
8080	Building Official	57,740.00	84,094.00
3105	Building Permit Technician	32,198.00	46,924.00
1975	Business Services Division Director	54,433.00	79,310.00
1930	Business Systems Analyst	36,171.00	52,769.00
4390	Cartographic Supervisor	34,112.00	49,691.00
4370	Cartographic Technician 1	25,480.00	37,148.00
4380	Cartographic Technician 2	28,662.00	41,766.00
4580	Chief Deputy Assessor/Chief Appraiser	45,718.00	66,560.00
2170	Chief Deputy Medical Examiner	44,158.00	56,180.00
2050	Chief Deputy/Director of Elections	38,355.00	55,931.00
8010	Chief Financial Officer	77,916.00	114,212.00
2330	Civil Clerk	30,534.00	38,937.00
2320	Civil Deputy	37,939.00	48,443.00
8050	Commission on Children & Families Director	54,433.00	79,310.00
9020	Commissioner	75,940.00	75,940.00
2638	Communications Call Taker-Advanced (Rate +8%)	30,638.00	39,021.00
2630	Communications Call Taker-Basic	30,638.00	39,021.00
2634	Communications Call Taker-Intermediate (Rate +4%)	30,638.00	39,021.00
8280	Communications Director	65,644.00	65,644.00
2648	Communications Officer-Advanced (Rate +8%)	34,236.00	43,804.00
2640	Communications Officer-Basic	34,236.00	43,804.00
2644	Communications Officer-Intermediate (Rate +4%)	34,236.00	43,804.00
2658	Communications Supervisor-Advanced (Rate +8%)	38,667.00	56,305.00
2650	Communications Supervisor-Basic	38,667.00	56,305.00
2654	Communications Supervisor-Intermediate (Rate +4%)	38,667.00	56,305.00
7080	Community Health Assistant	22,713.00	33,009.00
7090	Community Health Coordinator	30,409.00	44,262.00
7190	Community Health Division Director	54,433.00	79,310.00
7110	Community Health Healthy Start Supervisor	32,198.00	46,924.00
7120	Community Health Nurse 1	34,112.00	49,691.00
7130	Community Health Nurse 2	38,355.00	55,931.00

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Job Code	Description	Min	Max
7140	Community Health Nurse 3	40,664.00	59,321.00
7150	Community Health Nurse 4	45,718.00	66,560.00
2410	Cook (Part-time/On-Call)	22,713.00	33,009.00
2150	Corporal	44,158.00	56,180.00
2158	Corporal - Advanced (Rate +8%)	44,158.00	56,180.00
2154	Corporal - Intermediate (Rate +4%)	44,158.00	56,180.00
2210	Corrections Captain	65,644.00	65,644.00
2310	Corrections Clerk	30,534.00	38,937.00
2420	Corrections Cook	23,233.00	29,619.00
2528	Corrections Deputy-Advanced (Rate +8%)	39,312.00	50,336.00
2520	Corrections Deputy-Basic	39,312.00	50,336.00
2524	Corrections Deputy-Intermediate (Rate + 4%)	39,312.00	50,336.00
2510	Corrections Deputy-Noncertified	38,438.00	49,150.00
2425	Corrections Medical Assistant	22,713.00	33,009.00
2450	Corrections Medical Supervisor (NP)	57,616.00	83,969.00
2440	Corrections Nurse/LPN	30,867.00	39,436.00
2430	Corrections Nurse/RN	42,993.00	54,724.00
9030	County Clerk	61,193.00	61,193.00
8030	County Counsel	77,916.00	114,212.00
7560	County Health Officer	132,932.00	132,932.00
2120	Court Security	25,522.00	25,522.00
5120	Culvert Flusher	31,699.00	40,580.00
6610	Custodian	19,052.00	27,788.00
6620	Custodian Leadworker	21,403.00	31,137.00
6630	Custodian Supervisor	28,662.00	41,766.00
7430	Day Treatment Supervisor	38,355.00	55,931.00
1010	Department Assistant 1	16,224.00	23,649.00
1020	Department Assistant 2	16,972.00	24,772.00
1030	Department Assistant 3	19,052.00	27,788.00
1031	Department Assistant 3 (PS)	20,966.00	30,576.00
1040	Department Assistant 4	21,403.00	31,137.00
1041	Department Assistant 4 (PS)	23,545.00	34,257.00
1720	Deputy District Attorney 1	46,030.00	67,080.00
1740	Deputy District Attorney 2	54,870.00	79,872.00

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Job Code	Description	Min	Max
1760	Deputy District Attorney 3	65,312.00	95,201.00
1780	Deputy District Attorney 4	69,284.00	100,900.00
7240	Deputy Health Administrator	61,193.00	89,190.00
2160	Detective	44,158.00	56,180.00
2168	Detective - Advanced (Rate +8%)	44,158.00	56,180.00
2164	Detective - Intermediate (Rate +4%)	44,158.00	56,180.00
2750	Detention Shelter Counselor 1	32,198.00	46,924.00
2760	Detention Shelter Counselor 2	34,112.00	49,691.00
2770	Detention Shelter Counselor 3	38,355.00	55,931.00
2780	Detention Shelter Supervisor	43,118.00	62,857.00
7510	Developmental Disabilities Division Director	51,334.00	74,817.00
7505	Developmental Disabilities Services Pgm Mgr	43,118.00	62,857.00
2260	DINT Intelligence Specialist	21,403.00	31,137.00
2370	DINT Investigation Support Specialist	39,790.00	58,073.00
2360	DINT Property Manager	27,060.00	39,374.00
9040	District Attorney	23,732.00	23,732.00
1670	District Attorney Office Manager	34,403.00	50,128.00
1935	Division Business Coordinator	38,355.00	55,931.00
2875	Division Business Coordinator	38,355.00	55,931.00
3150	Electrical Inspector	34,112.00	62,566.00
2350	Emergency Services Coordinator	42,182.00	61,505.00
4020	Engineering Assistant	20,196.00	29,452.00
4120	Engineering Construction Division Engineer	51,334.00	74,817.00
4065	Engineering Contract Administrator	45,718.00	66,560.00
4090	Engineering Survey & Map Supervisor	45,718.00	66,560.00
4060	Engineering Systems Specialist	32,198.00	46,924.00
4080	Engineering Technical Services Supervisor	48,464.00	70,553.00
4030	Engineering Technician 1	27,060.00	39,374.00
4040	Engineering Technician 2	30,409.00	44,262.00
4050	Engineering Technician 3	34,112.00	49,691.00
7550	Environmental Health Division Director	48,464.00	70,553.00
7542	Environmental Health Program Supervisor	40,664.00	59,321.00
7530	Environmental Health Specialist 1	30,409.00	44,262.00
7540	Environmental Health Specialist 2	36,171.00	52,769.00

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Job Code	Description	Min	Max
3730	Environmental Inspection Specialist	36,171.00	52,769.00
5280	Environmental Operations Manager	43,118.00	62,857.00
6455	Event Development Coordinator	34,112.00	49,691.00
1915	Executive Admin. Asst.	32,198.00	46,924.00
6420	Fair Complex Groundskeeper	22,713.00	33,009.00
6470	Fair Finance Services Manager	36,171.00	52,769.00
6450	Fair Food and Beverage Manager	32,198.00	46,924.00
6440	Fair Maintenance Technician	27,060.00	39,374.00
6430	Fair Maintenance Worker	22,713.00	33,009.00
6460	Fair Operations Manager	43,118.00	62,857.00
8270	Fairgrounds Manager	64,958.00	94,598.00
1350	Finance Services Director	51,334.00	74,817.00
1320	Financial Analyst	38,355.00	55,931.00
5570	Fleet Maintenance Coordinator	34,112.00	49,691.00
5580	Fleet Maintenance Supervisor	38,355.00	55,931.00
5430	Fleet Services Assistant	17,264.00	22,027.00
8150	Fleet Services Director	54,433.00	79,310.00
5530	Fleet Services Purchasing Coordinator	31,699.00	40,580.00
5460	Fleet Services Technician	32,531.00	41,579.00
5410	Fleet Services Worker	16,889.00	21,528.00
5510	Fleet Srvc Mechanic Assistant	27,435.00	34,985.00
7010	Food Service Worker	16,224.00	23,649.00
4620	Forester	38,355.00	55,931.00
8250	Harbor Manager	64,958.00	94,598.00
6040	Harbor Project Manager	38,355.00	55,931.00
8210	Health & Social Services Administrator	77,916.00	114,212.00
1920	Health & Social Services Division Business Manager	43,118.00	62,857.00
7230	Health Education Program Manager	38,355.00	55,931.00
7220	Health Educator	34,112.00	49,691.00
7210	Health Outreach Worker	22,713.00	33,009.00
5060	Heavy Equipment Operator	31,699.00	40,580.00
5110	Herbicide Applicator	32,884.00	41,995.00
5090	Herbicide Truck Operator	28,870.00	36,836.00
1520	Human Resources Analyst	34,112.00	49,691.00

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Job Code	Description	Min	Max
8020	Human Resources Director	64,958.00	94,598.00
1530	Human Resources Senior Analyst	43,118.00	62,857.00
8230	Information Systems Director	77,916.00	114,212.00
7710	Information Systems Tech	39,873.00	58,136.00
7722	Information Systems Telecommunications Specialist	45,635.00	66,497.00
2910	Intake Division Manager	45,718.00	66,560.00
7770	IS Project Manager	63,544.00	92,643.00
7730	IS Support Services Manager	45,635.00	66,497.00
7740	IS Tech Support Analyst 1	43,035.00	62,774.00
7750	IS Tech Support Analyst 2	48,380.00	70,574.00
7760	IS Tech Support Analyst 3	56,555.00	82,409.00
7780	IS Technical Support Manager	64,771.00	94,390.00
7720	IS Telecommunications Specialist	40,601.00	59,176.00
9050	Justice of the Peace	39,478.00	39,478.00
2820	Juvenile Counselor 1	32,198.00	46,924.00
2830	Juvenile Counselor 2	34,112.00	49,691.00
2840	Juvenile Counselor 3	38,355.00	55,931.00
2850	Juvenile Detention Team Supervisor	36,171.00	52,769.00
2890	Juvenile Detention/Shelter Manager	48,464.00	70,553.00
8060	Juvenile Director	64,958.00	94,598.00
2930	Juvenile Services Facilities & Development Manger	51,334.00	74,817.00
2790	Juvenile Services Specialist 1	24,024.00	34,964.00
2810	Juvenile Services Specialist 2	27,060.00	39,374.00
2860	Juvenile Services Supervisor	43,118.00	62,857.00
7520	Laboratory Program Manager	36,171.00	52,769.00
8140	Land Director	48,464.00	70,553.00
4350	Land Surveyor	36,171.00	52,769.00
7066	Lead Bus Driver	19,760.00	26,083.00
1610	Legal Assistant 1	22,713.00	33,009.00
1611	Legal Assistant 1 (PS)	24,980.00	36,316.00
1620	Legal Assistant 2	25,480.00	37,148.00
1621	Legal Assistant 2 (PS)	28,038.00	40,892.00
1630	Legal Assistant 3	27,060.00	39,374.00
1631	Legal Assistant 3 (PS)	29,764.00	43,347.00

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Job Code	Description	Min	Max
3350	Librarian 1	32,198.00	46,924.00
3360	Librarian 2	36,171.00	52,769.00
3340	Library Circulation Supervisor	34,112.00	49,691.00
7705	Library Computer Support Technician	28,662.00	41,766.00
8090	Library Director	54,433.00	79,310.00
3310	Library Technician 1	21,403.00	31,137.00
3320	Library Technician 2	24,024.00	34,964.00
2190	Lieutenant	57,616.00	83,969.00
5050	Light Equipment Operator	28,870.00	36,836.00
5070	Maintenance Blade Operator	31,699.00	40,580.00
1940	Management Analyst 1	34,112.00	49,691.00
1950	Management Analyst 2	36,171.00	52,769.00
1960	Management Analyst 3	40,664.00	59,321.00
6010	Marine Fuel Site Attendant	16,972.00	24,772.00
5550	Mechanic	32,531.00	41,579.00
5560	Mechanic Leadworker	34,652.00	45,718.00
7310	Mental Health Assistant	22,713.00	33,009.00
7470	Mental Health Division Director	54,433.00	79,310.00
7490	Mental Health Medical Director	152,880.00	152,880.00
7330	Mental Health Specialist 1	30,409.00	44,262.00
7350	Mental Health Specialist 2	34,112.00	49,691.00
7370	Mental Health Specialist 3	40,664.00	59,321.00
7390	Mental Health Specialist 4	43,118.00	62,857.00
7410	Mental Health Specialist 5	48,464.00	70,553.00
3510	Museum Curator	30,409.00	44,262.00
8110	Museum Director	43,118.00	62,857.00
3540	Museum Educator	30,409.00	44,262.00
3530	Museum Operations Technician	30,409.00	44,262.00
3520	Museum Research Librarian	30,409.00	44,262.00
4160	Natural Resources Division Manager	48,464.00	70,553.00
4140	Natural Resources Technician	27,060.00	39,374.00
7160	Nurse Practitioner	51,334.00	74,817.00
7035	Nutrition and Social Services Program Supervisor	34,112.00	49,691.00
7180	Nutrition Program Manager	43,118.00	62,857.00

**Douglas County Compensation Plan**

**Fiscal Year 2009-2010**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
7170	Nutritionist	34,112.00	49,691.00
5240	O&M Division Manager	51,334.00	74,817.00
5180	O&M Leadworker 1	32,760.00	43,118.00
5190	O&M Leadworker 2	34,652.00	45,718.00
5230	O&M Manager	43,118.00	62,857.00
5210	O&M Supervisor 1	36,171.00	52,769.00
5220	O&M Supervisor 2	38,355.00	55,931.00
1110	Office Manager 1	22,713.00	33,009.00
1120	Office Manager 2	25,480.00	37,148.00
1121	Office Manager 2 (PS)	26,374.00	38,480.00
1130	Office Manager 3	27,060.00	39,374.00
1970	Operations Team Manager	48,464.00	70,553.00
5130	Paint Striper	31,699.00	40,580.00
1810	Paralegal	32,198.00	46,924.00
5820	Park Caretaker	17,472.00	17,826.00
5810	Park Caretaker (Relief/Temporary)	17,472.00	17,826.00
8160	Park Director	54,433.00	79,310.00
5840	Park Groundskeeper	22,713.00	33,009.00
5880	Park Maintenance Supervisor	34,112.00	49,691.00
5850	Park Maintenance Technician 1	27,060.00	39,374.00
5860	Park Maintenance Technician 2	28,662.00	41,766.00
5870	Park Maintenance Technician 3	30,409.00	44,262.00
5890	Park Operations Supervisor	36,171.00	52,769.00
5830	Park Ranger	17,950.00	26,249.00
5910	Parks Manager	40,664.00	59,321.00
2220	Patrol Captain	54,433.00	79,310.00
2148	Patrol Deputy Sheriff-Advanced (Rate +8%)	39,915.00	50,897.00
2140	Patrol Deputy Sheriff-Basic	39,915.00	50,897.00
2144	Patrol Deputy Sheriff-Intermediate (Rate +4%)	39,915.00	50,897.00
2130	Patrol Deputy Sheriff-Recruit	37,939.00	48,443.00
4530	Personal Property Technician 2	27,060.00	39,374.00
3710	Planner 1	32,198.00	46,924.00
3720	Planner 2	36,171.00	52,769.00
3750	Planner 3	38,355.00	55,931.00



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Job Code	Description	Min	Max
8120	Planning Director	64,958.00	94,598.00
3780	Planning Manager	45,718.00	66,560.00
3670	Planning Technical Manager	40,664.00	59,321.00
3610	Planning Technician 1	22,713.00	33,009.00
3630	Planning Technician 2	27,060.00	39,374.00
3650	Planning Technician 3	32,198.00	46,924.00
3130	Plans Examiner	34,112.00	62,566.00
3135	Plans Examiner Engineer	34,112.00	62,566.00
2270	Police Records Clerk	27,372.00	35,089.00
4130	Power Plant Operator/Hydrologist	43,118.00	62,857.00
1380	Printer	21,403.00	31,137.00
2920	Probation Division Manager	45,718.00	66,560.00
4540	Property Appraiser 1	27,060.00	39,374.00
4550	Property Appraiser 2	32,198.00	46,924.00
4560	Property Appraiser 3	36,171.00	52,769.00
4570	Property Appraiser 4	40,664.00	59,321.00
4510	Property Appraiser Trainee	24,024.00	34,964.00
2280	Property Manager	32,905.00	41,870.00
7450	Psychiatric Nurse Practitioner	51,334.00	74,817.00
7480	Psychiatrist	152,880.00	152,880.00
8130	Public Works Director	77,916.00	114,212.00
5020	Public Works Maintenance Worker 1	23,732.00	30,243.00
5030	Public Works Maintenance Worker 2	26,187.00	33,384.00
5040	Public Works Maintenance Worker 3	27,435.00	34,985.00
5010	Public Works Temp	16,224.00	23,649.00
1340	Purchasing Manager	38,355.00	55,931.00
7025	Quality Assurance Coordinator	28,662.00	41,766.00
4590	Real Property Officer	34,112.00	49,691.00
1050	Records and Elections Tech 1	21,403.00	31,137.00
1060	Records and Elections Tech 2	22,713.00	33,009.00
1180	Records Technician	24,024.00	34,964.00
3120	Regulation Specialist	34,112.00	62,566.00
1535	Risk Manager	48,464.00	70,553.00
1540	Risk/Labor Relations Manager	54,433.00	79,310.00

**Douglas County Compensation Plan**

**Fiscal Year 2009-2010**

<b>Job Code</b>	<b>Description</b>	<b>Min</b>	<b>Max</b>
6060	RV Resort Manager	43,118.00	62,857.00
1510	Safety Manager	34,112.00	49,691.00
5845	Seasonal Park Maintenance Worker	17,950.00	26,249.00
7050	Senior and Disabilities Services Division Director	54,433.00	79,310.00
2340	Senior Civil Deputy	38,355.00	55,931.00
3370	Senior Librarian	40,664.00	59,321.00
3760	Senior Planner	43,118.00	62,857.00
7545	Senior Sanitarian	48,464.00	70,553.00
7030	Senior Services Case Manager	30,409.00	44,262.00
7020	Senior Services Coordinator	22,713.00	33,009.00
7040	Senior Services Program Manager	40,664.00	59,321.00
2180	Sergeant	51,292.00	74,651.00
2530	Shelter Attendant	16,972.00	24,772.00
9060	Sheriff	89,606.00	89,606.00
2110	Sheriff Reserves	20,800.00	20,800.00
5250	Solid Waste Site Attendant	24,960.00	31,699.00
5270	Solid Waste Testing & Monitoring Specialist	35,817.00	45,884.00
5260	Solid Waste Truck Equipment Operator	31,699.00	40,580.00
1650	Support Enforcement Agent	29,764.00	43,347.00
1660	Support Enforcement Program Manager	39,790.00	58,073.00
5080	Surfacing Operator	31,699.00	40,580.00
4290	Survey Aide	21,403.00	31,137.00
4360	Survey Supervisor	40,664.00	59,321.00
4340	Survey Support Supervisor	30,409.00	44,262.00
4310	Survey Technician 1	22,713.00	33,009.00
4320	Survey Technician 2	28,662.00	41,766.00
4330	Survey Technician 3	30,409.00	44,262.00
9070	Surveyor	62,795.00	62,795.00
1170	Tax Clerk	24,024.00	34,964.00
2030	Tax Collection Deputy	34,112.00	49,691.00
4070	Technical Services Manager	48,464.00	70,553.00
6410	Temporary Fair Worker	17,472.00	25,459.00
2950	Transfer Site Attendant 1	16,972.00	24,772.00
2960	Transfer Site Attendant 2	19,052.00	27,788.00

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Job Code	Description	Min	Max
7063	Transit Bus Drivers	19,760.00	26,083.00
7064	Transit Coordinator	25,480.00	37,148.00
7069	Transportation Serv. Director	48,464.00	70,553.00
7065	Transportation Systems Manager	36,171.00	52,769.00
9080	Treasurer	61,193.00	61,193.00
2865	Treatment Services Manager	43,118.00	62,857.00
5790	Umpqua River Lighthouse and Coast Guard Museum Man	30,409.00	44,262.00
3515	Umpqua River Lighthouse/Coast Guard Museum Curator	30,409.00	44,262.00
2240	Undersheriff	61,068.00	89,003.00
1140	Veterans Claims Specialist	27,060.00	39,374.00
8040	Veterans Service Officer	38,355.00	55,931.00
1640	Victim Assistance Coordinator	28,038.00	40,892.00
7060	Volunteer Services Coordinator	28,662.00	41,766.00
7070	Volunteer Services Program Manager	40,664.00	59,321.00
4010	Waste Reduction Manager	36,171.00	52,769.00
2680	Weighmaster	33,384.00	42,577.00
2980	Work Crew Leadworker	32,198.00	46,924.00
2990	Work Crew Manager	36,171.00	52,769.00
2970	Work Crew Supervisor	30,409.00	44,262.00
2815	Youth Program Coordinator	30,409.00	44,262.00
1645	Youth Program Coordinator	30,409.00	44,262.00
2880	Youth Resident Services Manager	48,464.00	70,553.00