

**Douglas County Compensation Plan
Fiscal Year 2017-2018**

Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2870	Accountability Support Srv Mgr	42,328	60,549
1290	Accountant	50,502	72,051
1210	Accounting Clerk 1	25,085	35,734
1230	Accounting Clerk 2	28,080	40,206
1250	Accounting Technician 1	31,678	45,219
1270	Accounting Technician 2	35,547	50,794
1251	Acct Tech 1 (PS)	34,861	49,733
1912	Admin Assistant (JUV)	31,678	45,219
1911	Admin Assistant (PS)	34,861	49,733
1910	Administrative Assistant	31,678	45,219
1909	Administrative Assistant (Juv)	31,678	45,219
2610	Animal Control Deputy	40,394	51,605
4537	Assessment Database Technician	35,547	50,794
4535	Assessment Database Technician	35,547	50,794
2010	Assessment Manager	47,611	68,037
4522	Assessment Technician 1	26,562	37,856
4520	Assessment Technician 1	26,562	37,856
4527	Assessment Technician 2	29,848	42,619
4525	Assessment Technician 2	29,848	42,619
9010	Assessor	66,643	66,643
3160	Assistant Building Official	60,112	85,842
1830	Assistant County Counsel	60,112	85,842
1790	Assistant District Attorney	86,091	122,907
2940	Asst Juv Dept Director	67,538	96,533
2885	Asst Juv Det/Shelter Mgr	47,611	68,037
1360	Auditor	53,477	76,378
8170	Bldg Facilities and Park Direc	71,760	102,419
6690	Bldg Facilities Project Coord	50,502	72,051
6680	Bldg Maintenance Supervisor	42,328	60,549
1980	Board Assistant	35,547	50,794
1982	Board Assistant Supervisor	37,690	53,810
5480	Body & Paint Worker	34,528	48,630
3330	Branch Librarian	31,678	45,219
5140	Bridge Carpenter	32,094	45,157

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
4110	Bridge Engineer	53,477	76,378
5150	Bridge Equipment Operator	33,634	47,466
5160	Bridge Welder	34,528	48,630
5170	Bridge/Special Projects Mgr	47,611	68,037
2035	Budget & Tax Supervisor	50,502	72,051
8190	Building Facilities Director	58,926	84,157
3140	Building Inspection Supervisor	47,611	68,037
3110	Building Inspector	47,611	68,037
6640	Building Maintenance Tech 1	29,848	42,619
6650	Building Maintenance Tech 2	33,550	47,902
6660	Building Maintenance Tech 3	37,690	53,810
6670	Building Maintenance Tech 4	39,915	57,138
8080	Building Official	70,346	100,402
3105	Building Permit Technician	35,547	50,794
1975	Bus Srv Div Dir	60,112	85,842
1930	Business Systems Analyst	39,915	57,138
4390	Cartographic Supervisor	39,915	57,138
4372	Cartographic/GIS Technician 1	29,848	42,619
4370	Cartographic/GIS Technician 1	29,848	42,619
4382	Cartographic/GIS Technician 2	33,550	47,902
4380	Cartographic/GIS Technician 2	33,550	47,902
7110	CH Healthy Start Supervisor	35,547	50,794
4580	Chf Dep Assessor/Chf Appraiser	50,502	72,051
2170	Chief Deputy Medical Examiner	53,664	68,432
2050	Chief Deputy/Director of Elect	42,328	60,549
8010	Chief Financial Officer	84,386	121,202
8050	Children & Families Commsn Dir	60,112	85,842
2330	Civil Clerk	37,086	47,403
2320	Civil Deputy	46,301	58,968
7190	Com Health Division Director	60,112	85,842
9020	Commissioner	77,459	77,459
2650	Communication Supvsr-Basic	45,947	65,624
2638	Communications Call Taker-Adv	32,344	41,184
2634	Communications Call Taker-Int	32,344	41,184

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2630	Communications Call Tker-Basic	32,344	41,184
8280	Communications Director	125,008	125,008
2648	Communications Officer-Adv	42,515	54,163
2640	Communications Officer-Basic	42,515	54,163
2644	Communications Officer-Inter	42,515	54,163
2658	Communications Supervisor-Adv	45,947	65,624
2654	Communications Supervisor-Int	45,947	65,624
7080	Community Health Assistant	25,085	35,734
7090	Community Health Coordinator	33,550	47,902
7120	Community Health Nurse 1	37,690	53,810
7130	Community Health Nurse 2	42,328	60,549
7140	Community Health Nurse 3	44,928	64,210
7150	Community Health Nurse 4	50,502	72,051
6685	Complex Operations Manager	47,611	68,037
2410	Cook (Part-time/On-Call)	25,085	35,734
2150	Corporal	53,664	68,432
2158	Corporal - Advanced	53,664	68,432
2154	Corporal - Intermediate	53,664	68,432
2210	Corrections Captain	125,008	125,008
2310	Corrections Clerk	37,086	47,403
2420	Corrections Cook	23,233	29,619
2528	Corrections Deputy-Advanced	47,923	61,277
2520	Corrections Deputy-Basic	47,923	61,277
2524	Corrections Deputy-Intermediat	47,923	61,277
2510	Corrections Deputy-Noncert	40,581	51,896
2425	Corrections Medical Assistant	25,085	35,734
2450	Corrections Medical Spvsr (NP)	73,632	105,248
2440	Corrections Nurse/LPN	32,594	41,642
2430	Corrections Nurse/RN	45,386	57,782
9030	County Clerk	63,669	63,669
8030	County Counsel	84,386	121,202
7560	County Health Officer	180,336	180,336
2120	Court Security	43,285	57,304
5120	Culvert Flusher	33,634	47,466

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
6610	Custodian	21,008	30,077
6625	Custodian Foreman	28,080	40,206
6620	Custodian Leadworker	23,587	33,717
6630	Custodian Supervisor	31,678	45,219
7430	Day Treatment Supervisor	42,328	60,549
7505	DD Services Pgm Mgr	47,611	68,037
1070	Department Assistant	21,008	30,077
1010	Department Assistant 1	19,240	27,477
1020	Department Assistant 2	18,762	26,790
1030	Department Assistant 3	21,008	30,077
1040	Department Assistant 4	23,587	33,717
1031	Department Asst 3 (PS)	23,109	33,093
1041	Department Asst 4 (PS)	25,958	37,086
1720	Deputy District Attorney 1	54,829	78,395
1740	Deputy District Attorney 2	65,374	93,350
1760	Deputy District Attorney 3	76,378	109,117
1780	Deputy District Attorney 4	76,482	109,221
1355	Deputy Finance Officer	67,538	96,533
7240	Deputy Health Administrator	67,538	96,533
1310	Deputy Treasurer	35,547	50,794
2168	Detective - Advanced	53,664	68,432
2164	Detective - Intermediate	53,664	68,432
2160	Detectives	53,664	68,432
2750	Detention Shelter Counselor 1	41,122	58,739
2752	Detention Shelter Counselor 1	41,122	58,739
2760	Detention Shelter Counselor 2	43,576	62,254
2762	Detention Shelter Counselor 2	43,576	62,254
2770	Detention Shelter Counselor 3	46,883	67,080
2772	Detention Shelter Counselor 3	46,883	67,080
2780	Detention Shelter Supervisor	47,611	68,037
7510	Dev Disabilities Division Dir	56,680	80,974
7015	Dining Site Food Service Wkr	21,008	30,077
2260	DINT Intelligence Specialist	23,587	33,717
2370	DINT Investigation Spt Spec	43,909	62,858

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2360	DINT Property Manager	29,848	42,619
9040	District Attorney	25,189	25,189
1670	District Attorney Office Mgr	38,002	54,246
1935	Division Business Coordinator	42,328	60,549
2875	Division Business Coordinator	42,328	60,549
1920	Division Business Manager	47,611	68,037
3150	Electrical Inspector	47,611	68,037
2350	Emergency Services Coordinator	50,066	71,635
4120	Eng & Const Division Engineer	56,680	80,974
4065	Eng Contract Administrator	50,502	72,051
4020	Engineering Assistant	22,318	31,866
4090	Engineering Srvy & Mp Supervis	50,502	72,051
4060	Engineering Systems Specialist	39,915	57,138
4080	Engineering Tech Srvs Supervis	53,477	76,378
4030	Engineering Technician 1	29,848	42,619
4040	Engineering Technician 2	33,550	47,902
4050	Engineering Technician 3	37,690	53,810
7550	Environ Health Div Director	53,477	76,378
7530	Environ Health Specialist 1	33,550	47,902
7540	Environ Health Specialist 2	39,915	57,138
7542	Environmental Health Prog Supv	47,611	68,037
3730	Environmental Inspection Spec	39,915	57,138
5280	Environmental Operations Mgr	47,611	68,037
6455	Event Development Coordinator	37,690	53,810
1915	Executive Admin. Asst.	35,547	50,794
6420	Fair Complex Groundskeepers	25,085	35,734
6470	Fair Finance Services Mgr	39,915	57,138
6450	Fair Food and Beverage Manager	35,547	50,794
6440	Fair Maintenance Technician	29,848	42,619
6430	Fair Maintenance Worker	25,085	35,734
6445	Fair Operations Assistant	25,085	35,734
6460	Fair Operations Manager	47,611	68,037
8270	Fairgrounds Manager	70,346	100,402
1350	Finance Services Manager	56,680	80,974

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
1320	Financial Analyst	42,328	60,549
5590	Fleet & Engineering Manager	60,112	85,842
5570	Fleet Maintenance Coordinator	37,690	53,810
5580	Fleet Maintenance Supervisor	42,328	60,549
5430	Fleet Services Assistant	17,971	25,750
8150	Fleet Services Director	58,926	84,157
5460	Fleet Services Technician	34,528	48,630
5410	Fleet Services Worker	17,576	25,189
5510	Fleet Srvc Mechanic Assistant	29,099	40,934
5530	Fleet Srvcs Purchasing Cordntr	33,634	47,466
7010	Food Service Worker	20,800	20,800
4620	Forester	42,328	60,549
8250	Harbor Manager	70,346	100,402
8210	Health & Social Services Admin	86,070	123,635
7230	Health Ed Program Manager	42,328	60,549
7220	Health Educator	37,690	53,810
7210	Health Outreach Worker	25,085	35,734
1185	Health Records Senior Tech	31,678	45,219
5060	Heavy Equipment Operator	33,634	47,466
5110	Herbicide Applicator	34,902	49,109
5090	Herbicide Truck Operator	30,638	43,077
1520	Human Resources Analyst	37,690	53,810
1500	Human Resources Assistant	23,587	33,717
8020	Human Resources Director	83,554	120,016
1530	Human Resources Senior Analyst	47,611	68,037
8230	Information Systems Director	83,554	120,016
7710	Information Systems Tech	43,971	62,920
2910	Intake Division Manager	50,502	72,051
2174	Investigations Analyst	40,082	50,981
8235	IS and Building Facilities Dir	106,413	151,986
7770	IS Project Manager	78,270	111,738
7730	IS Support Services Manager	50,398	71,989
7742	IS Tech Support Analyst 1	47,507	67,954
7740	IS Tech Support Analyst 1	47,507	67,954

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
7750	IS Tech Support Analyst 2	53,414	76,398
7760	IS Tech Support Analyst 3	62,462	89,190
7780	IS Technical Support Manager	71,531	102,170
7720	IS Telecommunications Spec	44,845	64,043
7722	IS Telecommunications Spec 2	50,398	71,989
1600	Justice Court Services Asst 1	23,587	33,717
1601	Justice Court Services Asst 2	26,562	37,856
9050	Justice of the Peace	41,912	41,912
2855	Juv Intensive Supervision Ofc	39,915	57,138
2930	Juv Srv Fac & Dev Mgr	56,680	80,974
2820	Juvenile Counselor 1	41,122	58,739
2822	Juvenile Counselor 1	41,122	58,739
2830	Juvenile Counselor 2	43,576	62,254
2832	Juvenile Counselor 2	43,576	62,254
2840	Juvenile Counselor 3	46,883	67,080
2842	Juvenile Counselor 3	46,883	67,080
2850	Juvenile Detention Team Superv	39,915	57,138
2890	Juvenile Detention/Shelter Mgr	53,477	76,378
8060	Juvenile Director	74,610	106,621
2790	Juvenile Services Specialist 1	30,722	43,784
2792	Juvenile Services Specialist 1	30,722	43,784
2810	Juvenile Services Specialist 2	34,528	49,338
2812	Juvenile Services Specialist 2	34,528	49,338
2860	Juvenile Services Supervisor	47,611	68,037
2816	Juvenile Services Team Leader	41,122	58,739
2818	Juvenile Services Team Leader	41,122	58,739
7520	Laboratory Program Manager	39,915	57,138
8145	Land and Park Director	70,346	100,402
8140	Land Director	53,477	76,378
4350	Land Surveyor	39,915	57,138
1800	Law Librarian	31,678	45,219
7066	Lead Bus Driver	19,760	26,083
1609	Legal Assist 1 (Juv)	27,602	39,312
1612	Legal Assist 1 (JUV)	27,602	39,312

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
1611	Legal Assist 1 (PS)	27,602	39,312
1619	Legal Assist 2 (Juv)	30,909	44,262
1622	Legal Assist 2 (JUV)	30,909	44,262
1631	Legal Assist 3 (PS)	32,822	46,925
1610	Legal Assistant 1	25,085	35,734
1620	Legal Assistant 2	28,080	40,206
1630	Legal Assistant 3	29,848	42,619
1621	Legal Assisst 2 (PS)	30,909	44,262
3350	Librarian 1	35,547	50,794
3360	Librarian 2	39,915	57,138
3340	Library Circulation Supervisor	37,690	53,810
7705	Library Computer Spt Tech	31,678	45,219
8090	Library Director	58,926	84,157
3310	Library Technician 1	23,587	33,717
3320	Library Technician 2	26,562	37,856
2190	Lieutenant	73,632	105,248
5050	Light Equipment Operator	30,638	43,077
5790	Lighthouse/CG Museum Mgr/Curat	33,550	47,902
5070	Maintenance Blade Operator	33,634	47,466
1940	Management Analyst 1	37,690	53,810
1950	Management Analyst 2	39,915	57,138
1960	Management Analyst 3	44,928	64,210
6010	Marine Fuel Site Attendant	21,008	30,077
5550	Mechanic	34,528	48,630
5560	Mechanic Leadworker	36,774	53,456
7310	Mental Health Assistant	25,085	35,734
7470	Mental Health Division Dir	60,112	85,842
7490	Mental Health Medical Director	152,880	152,880
7235	Mental Health Operations Mgr	56,680	80,974
7330	Mental Health Specialist 1	33,550	47,902
7350	Mental Health Specialist 2	37,690	53,810
7370	Mental Health Specialist 3	44,928	64,210
7390	Mental Health Specialist 4	47,611	68,037
7410	Mental Health Specialist 5	53,477	76,378

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
7460	MH Clinical Manager	56,680	80,974
3510	Museum Curator	33,550	47,902
8110	Museum Director	58,926	84,157
3540	Museum Educator	33,550	47,902
3530	Museum Operations Technician	33,550	47,902
3520	Museum Research Librarian	33,550	47,902
4160	Natural Resources Div Manager	53,477	76,378
4140	Natural Resources Technician	29,848	42,619
7160	Nurse Practitioner	56,680	80,974
7035	Nutrition and SS Prog Spvsr	37,690	53,810
7180	Nutrition Program Manager	47,611	68,037
7170	Nutritionist	37,690	53,810
5190	O & M Leadworker 2	36,774	53,456
5240	O&M Division Manager	56,680	80,974
5180	O&M Leadworker 1	34,778	50,461
5230	O&M Manager	47,611	68,037
5210	O&M Supervisor 1	39,915	57,138
5220	O&M Supervisor 2	42,328	60,549
1112	Office Manager 1	25,085	35,734
1110	Office Manager 1	25,085	35,734
1122	Office Manager 2	28,080	40,206
1120	Office Manager 2	28,080	40,206
1132	Office Manager 3	29,848	42,619
1130	Office Manager 3	29,848	42,619
1121	Office Mgr 2 (PS)	29,078	41,662
1970	Operations Team Manager	53,477	76,378
5130	Paint Striper	33,634	47,466
1810	Paralegal	35,547	50,794
5820	Park Caretaker	21,008	30,077
5822	Park Caretaker Regular	29,848	42,619
8160	Park Director	66,435	94,827
5840	Park Groundskeeper	25,085	35,734
5880	Park Maintenance Supervisor	37,690	53,810
5870	Park Maintenance Tech 3	33,550	47,902

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
5850	Park Maintenance Technician 1	29,848	42,619
5860	Park Maintenance Technician 2	31,678	45,219
5890	Park Operations Supervisor	39,915	57,138
5830	Park Ranger	19,136	27,310
5875	Park/Campground Coordinator	33,550	47,902
5910	Parks Manager	44,928	64,210
3040	Parole & Probation Dep Dir	53,477	76,378
8070	Parole & Probation Director	60,112	85,842
3030	Parole & Probation Ofcr Leadwk	42,328	60,549
3010	Parole & Probation Officer 1	35,547	50,794
3020	Parole & Probation Officer 2	39,915	57,138
3050	Parole & Probation Supervisor	44,928	64,210
2220	Patrol Captain	74,734	106,725
2148	Patrol Deputy Sheriff-Adv	48,547	61,984
2140	Patrol Deputy Sheriff-Basic	48,547	61,984
2144	Patrol Deputy Sheriff-Intermed	48,547	61,984
2130	Patrol Deputy Sheriff-Recruit	46,301	58,968
4532	Personal Property Technician 2	29,848	42,619
4530	Personal Property Technician 2	29,848	42,619
8290	PH Adminstrator / Hlth Officer	130,062	130,062
3710	Planner 1	35,547	50,794
3720	Planner 2	39,915	57,138
3750	Planner 3	42,328	60,549
8120	Planning Director	74,610	106,621
3780	Planning Manager	56,680	80,974
3670	Planning Technical Manager	44,928	64,210
3610	Planning Technician 1	25,085	35,734
3630	Planning Technician 2	29,848	42,619
3650	Planning Technician 3	35,547	50,794
3130	Plans Examiner	50,502	72,051
3135	Plans Examiner Engineer	36,899	72,301
2270	Police Records Clerk	35,381	45,302
4130	Power Plant Operator/Hydrologi	47,611	68,037
1380	Printer	23,587	33,717

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2920	Probation Division Manager	50,502	72,051
4542	Property Appraiser 1	29,848	42,619
4540	Property Appraiser 1	29,848	42,619
4552	Property Appraiser 2	35,547	50,794
4550	Property Appraiser 2	35,547	50,794
4562	Property Appraiser 3	39,915	57,138
4560	Property Appraiser 3	39,915	57,138
4570	Property Appraiser 4	44,928	64,210
4512	Property Appraiser Trainee	26,562	37,856
4510	Property Appraiser Trainee	26,562	37,856
2280	Property Manager	40,082	50,981
7450	Psychiatric Nurse Practioner	56,680	80,974
7480	Psychiatrist	152,880	152,880
8130	Public Works Director	84,386	121,202
5020	Public Works Maint Worker 1	25,189	35,381
5030	Public Works Maint Worker 2A	27,789	39,042
5040	Public Works Maint Worker 2B	29,099	40,934
5010	Public Works Temp	21,008	30,077
1340	Purchasing Manager	42,328	60,549
7025	Quality Assurance Coordinator	37,690	53,810
7765	Radio Sys Communications Tech	53,414	76,398
4590	Real Property Officer	44,928	64,210
2335	Records & Civil Division Super	45,947	65,624
1050	Records and Elections Tech 1	23,587	33,717
1060	Records and Elections Tech 2	25,085	35,734
1180	Records Technician	26,562	37,856
3120	Regulation Specialist	36,899	72,301
5810	Relief/Temporary Caretaker	19,302	19,698
7785	Research and Development Mgr.	63,752	91,021
1535	Risk Manager	53,477	76,378
1540	Risk/Labor Relations Manager	60,112	85,842
6060	RV Resort Manager	47,611	68,037
5270	S/W Testing & Monitoring Spec	38,002	53,706
5260	S/W Truck Equipment Operator	33,634	47,466

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
1510	Safety Manager	37,690	53,810
6040	Salmon Harbor Project Manager	42,328	60,549
5845	Seasonal Park Maintenance Work	19,240	27,477
2340	Senior Civil Deputy	42,328	60,549
1080	Senior Department Assistant	23,587	33,717
3370	Senior Librarian	44,928	64,210
3760	Senior Planner	47,611	68,037
7545	Senior Sanitarian	53,477	76,378
7020	Senior Services Coordinator	25,085	35,734
8100	Senior Services Director	53,477	76,378
7040	Senior Services Program Mgr	44,928	64,210
1175	Senior Tax Clerk	31,678	45,219
2180	Sergeant	65,541	93,538
2530	Shelter Attendant	18,762	26,790
9060	Sheriff	107,786	107,786
2110	Sheriff Reserves	22,506	22,506
8180	Solid Waste Director	70,346	100,402
5250	Solid Waste Site Attendant	26,478	37,086
7030	Sr Services Case Manager	33,550	47,902
7050	Sr/Disab Srvs Div Director	60,112	85,842
7045	SS & Area Agency on Aging Mgr	47,611	68,037
1650	Support Enforcement Agent	32,822	46,925
1660	Support Enforcement Pgm Mgr	43,909	62,858
5080	Surfacing Operator	33,634	47,466
4290	Survey Aide	23,587	33,717
4360	Survey Supervisor	44,928	64,210
4340	Survey Support Supervisor	33,550	47,902
4310	Survey Technician 1	25,085	35,734
4320	Survey Technician 2	31,678	45,219
4330	Survey Technician 3	33,550	47,902
9070	Surveyor	66,643	66,643
1170	Tax Clerk	26,562	37,856
2030	Tax Collection Deputy	37,690	53,810
4070	Technical Services Manager	53,477	76,378

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
6410	Temp Fair Cmplx Wkr 1	20,800	20,800
6412	Temp Fair Cmplx Wkr 2	21,008	30,077
7065	Trans Systems Manager	39,915	57,138
2950	Transfer Site Attdt 1	18,762	26,790
2960	Transfer Site Attdt 2	21,008	30,077
2962	Transfer Site Attendant	26,478	37,086
7063	Transit Bus Drivers	19,760	26,083
7064	Transit Coordinator	28,080	40,206
7069	Transportation Serv. Director	53,477	76,378
9080	Treasurer	64,938	64,938
1280	Treasurer Revenue Clerk	31,678	45,219
2865	Treatment Services Manager	47,611	68,037
3515	Umpqua River Lighthouse/Curatr	33,550	47,902
2240	Undersheriff	74,734	106,725
1140	Veterans Claims Specialist	29,848	42,619
8040	Veterans Service Officer	42,328	60,549
1640	Victim Assistance Coordinator	30,909	44,262
7062	Vol Srvs Coordinator (JUV)	31,678	45,219
7060	Volunteer Services Coordinator	31,678	45,219
7070	Volunteer Services Program Mgr	44,928	64,210
4010	Waste Reduction Manager	39,915	57,138
2680	Weighmaster	33,384	42,577
2980	Work Crew Leadworker	35,547	50,794
2990	Work Crew Manager	47,611	68,037
2970	Work Crew Supervisor	33,550	47,902
2815	Youth Program Coordinator	33,550	47,902
1645	Youth Program Coordinator	37,170	53,082
1646	Youth Program Coordinator	37,170	53,082
2880	Youth Resident Services Manage	53,477	76,378