

**Douglas County Compensation Plan
Fiscal Year 2019-2020**

Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2230	911 Communications Manager	58,989	84,240
2870	Accountability Support Srv Mgr	44,054	62,982
1290	Accountant	52,562	74,963
1210	Accounting Clerk 1	26,104	37,170
1230	Accounting Clerk 2	29,224	41,829
1250	Accounting Technician 1	32,947	47,029
1270	Accounting Technician 2	36,982	52,853
1251	Acct Tech 1 (PS)	36,275	51,750
1912	Admin Assistant (JUV)	32,947	47,029
1911	Admin Assistant (PS)	36,275	51,750
1910	Administrative Assistant	32,947	47,029
1909	Administrative Assistant (Juv)	32,947	47,029
2610	Animal Control Deputy	40,602	51,854
4535	Assessment Database Technician	36,982	52,853
2010	Assessment Manager	49,546	70,782
4577	Assessment Operations Sprvsr	52,562	74,963
4520	Assessment Technician 1	27,643	39,374
4525	Assessment Technician 2	31,054	44,346
9010	Assessor	70,699	70,699
3160	Assistant Building Official	62,546	89,315
1830	Assistant County Counsel	66,331	94,702
1790	Assistant District Attorney	89,565	127,878
2940	Asst Juv Dept Director	70,262	100,443
2885	Asst Juv Det/Shelter Mgr	49,546	70,782
1360	Auditor	55,619	79,456
6690	Bldg Facilities Project Coord	52,562	74,963
8170	Bldg Facilities and Park Direc	74,651	106,538
6680	Bldg Maintenance Supervisor	44,054	62,982
1980	Board Assistant	36,982	52,853
1982	Board Assistant Supervisor	39,208	55,994
5480	Body & Paint Worker	40,061	51,085
5140	Bridge Carpenter	37,211	47,445
4110	Bridge Engineer	55,619	79,456
5150	Bridge Equipment Operator	39,021	49,858
5160	Bridge Welder	40,061	51,085
5170	Bridge/Special Projects Mgr	49,546	70,782
2035	Budget & Tax Supervisor	52,562	74,963

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
8190	Building Facilities Director	69,118	98,654
3140	Building Inspection Supervisor	49,546	70,782
3110	Building Inspector	49,546	70,782
6640	Building Maintenance Tech 1	31,054	44,346
6650	Building Maintenance Tech 2	34,902	49,837
6660	Building Maintenance Tech 3	39,208	55,994
6670	Building Maintenance Tech 4	41,517	59,446
8080	Building Official	73,195	104,458
3105	Building Permit Technician	36,982	52,853
1975	Bus Srv Div Dir	62,546	89,315
1930	Business Systems Analyst	41,517	59,446
4390	Cartographic Supervisor	41,517	59,446
4370	Cartographic/GIS Technician 1	31,054	44,346
4380	Cartographic/GIS Technician 2	34,902	49,837
4580	Chf Dep Assessor/Chf Appraiser	52,562	74,963
2170	Chief Deputy Medical Examiner	53,934	68,765
2050	Chief Deputy/Director of Elect	44,054	62,982
8010	Chief Financial Officer	87,797	126,110
9020	Commissioner	83,741	83,741
2650	Communication Supvsr-Basic	47,798	68,266
2638	Communications Call Taker-Adv	32,344	41,184
2634	Communications Call Taker-Int	32,344	41,184
2630	Communications Call Tker-Basic	32,344	41,184
2648	Communications Officer-Adv	42,723	54,434
2640	Communications Officer-Basic	42,723	54,434
2644	Communications Officer-Inter	42,723	54,434
2658	Communications Supervisor-Adv	47,798	68,266
2654	Communications Supervisor-Int	47,798	68,266
6685	Complex Operations Manager	49,546	70,782
2150	Corporal	53,934	68,765
2158	Corporal - Advanced	53,934	68,765
2154	Corporal - Intermediate	53,934	68,765
2210	Corrections Captain	125,008	125,008
2310	Corrections Clerk	37,274	47,632
2528	Corrections Deputy-Advanced	48,173	61,589
2520	Corrections Deputy-Basic	48,173	61,589
2524	Corrections Deputy-Intermediat	48,173	61,589

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2510	Corrections Deputy-Noncert	40,581	51,896
9030	County Clerk	68,848	68,848
8030	County Counsel	96,574	138,715
7560	County Health Officer	180,336	180,336
2120	Court Security	45,032	59,613
5120	Culvert Flusher	39,021	49,858
6610	Custodian	23,213	33,155
6625	Custodian Foreman	29,224	41,829
6620	Custodian Leadworker	24,544	35,069
6630	Custodian Supervisor	32,947	47,029
2260	DINT Intelligence Specialist	24,544	35,069
2370	DINT Investigation Spt Spec	45,677	65,395
2360	DINT Property Manager	31,054	44,346
1070	Department Assistant	23,213	33,155
1720	Deputy District Attorney 1	59,301	84,802
1740	Deputy District Attorney 2	68,682	98,072
1760	Deputy District Attorney 3	79,456	113,526
1780	Deputy District Attorney 4	94,702	135,221
1355	Deputy Finance Officer	70,262	100,443
1310	Deputy Treasurer	49,546	70,782
2168	Detective - Advanced	53,934	68,765
2164	Detective - Intermediate	53,934	68,765
2160	Detectives	53,934	68,765
2750	Detention Shelter Counselor 1	42,786	61,110
2752	Detention Shelter Counselor 1	42,786	61,110
2760	Detention Shelter Counselor 2	45,344	64,771
2762	Detention Shelter Counselor 2	45,344	64,771
2770	Detention Shelter Counselor 3	48,776	69,805
2772	Detention Shelter Counselor 3	48,776	69,805
2780	Detention Shelter Supervisor	49,546	70,782
7015	Dining Site Food Service Wkr	23,213	33,155
9040	District Attorney	26,208	26,208
1670	District Attorney Office Mgr	39,541	56,430
1935	Division Business Coordinator	44,054	62,982
2875	Division Business Coordinator	44,054	62,982
1920	Division Business Manager	49,546	70,782
1550	ER Comm. & Commnty Engmnt Spec	55,619	79,456

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
3150	Electrical Inspector	49,546	70,782
2350	Emergency Services Coordinator	52,083	74,526
4120	Eng & Const Division Engineer	70,262	100,443
4065	Eng Contract Administrator	52,562	74,963
4020	Engineering Assistant	23,213	33,155
4090	Engineering Srvy & Mp Supervis	55,619	79,456
4060	Engineering Systems Specialist	55,619	79,456
4080	Engineering Tech Srvs Supervis	55,619	79,456
4030	Engineering Technician 1	32,947	47,029
4040	Engineering Technician 2	36,982	52,853
4050	Engineering Technician 3	41,517	59,446
7530	Environ Health Specialist 1	34,902	49,837
7540	Environ Health Specialist 2	41,517	59,446
7542	Environmental Health Prog Supv	49,546	70,782
3730	Environmental Inspection Spec	41,517	59,446
5280	Environmental Operations Mgr	49,546	70,782
6454	Event & Exhibit Coordinator	32,947	47,029
6455	Event Development Coordinator	39,208	55,994
1915	Executive Admin. Asst.	36,982	52,853
6420	Fair Complex Groundskeepers	26,104	37,170
6470	Fair Finance Services Mgr	41,517	59,446
6450	Fair Food and Beverage Manager	36,982	52,853
6440	Fair Maintenance Technician	31,054	44,346
6430	Fair Maintenance Worker	26,104	37,170
6445	Fair Operations Assistant	26,104	37,170
6460	Fair Operations Manager	49,546	70,782
8270	Fairgrounds Complex Director	73,195	104,458
6475	Fairgrounds Complex Lead Tech	34,902	49,837
1350	Finance Services Manager	58,989	84,240
1320	Financial Analyst	44,054	62,982
5590	Fleet & Engineering Manager	62,546	89,315
5570	Fleet Maintenance Coordinator	39,208	55,994
5580	Fleet Maintenance Supervisor	44,054	62,982
5430	Fleet Services Assistant	21,216	27,061
8150	Fleet Services Director	61,318	87,568
5585	Fleet Services Manager	58,989	84,240
5510	Fleet Services Specialist	33,717	43,014

**Douglas County Compensation Plan
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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
5460	Fleet Services Technician	40,061	51,085
5410	Fleet Services Worker	17,576	25,189
5530	Fleet Srvcs Purchasing Cordntr	39,021	49,858
7010	Food Service Worker	22,880	22,880
4620	Forester	44,054	62,982
8250	Harbor Manager	73,195	104,458
5060	Heavy Equipment Operator	39,021	49,858
5110	Herbicide Applicator	40,498	51,605
5090	Herbicide Truck Operator	35,339	45,261
1520	Human Resources Analyst	39,208	55,994
1500	Human Resources Assistant	24,544	35,069
8020	Human Resources Director	86,923	124,862
1530	Human Resources Senior Analyst	55,619	79,456
7770	IS Project Manager	81,432	116,251
7730	IS Support Services Manager	52,416	74,901
7740	IS Tech Support Analyst 1	49,442	70,699
7750	IS Tech Support Analyst 2	55,557	79,477
7760	IS Tech Support Analyst 3	64,979	92,789
7780	IS Technical Support Manager	74,422	106,288
7720	IS Telecommunications Spec	46,654	66,643
7722	IS Telecommunications Spec 2	52,416	74,901
8230	Information Systems Director	86,923	124,862
7710	Information Systems Tech	45,739	65,478
2910	Intake Division Manager	52,562	74,963
2174	Investigations Analyst	40,290	51,230
1600	Justice Court Services Asst 1	24,544	35,069
1601	Justice Court Services Asst 2	27,643	39,374
9050	Justice of the Peace	43,597	52,978
2855	Juv Intensive Supervision Ofc	41,517	59,446
2930	Juv Srv Fac & Dev Mgr	58,989	84,240
2820	Juvenile Counselor 1	42,786	61,110
2822	Juvenile Counselor 1	42,786	61,110
2830	Juvenile Counselor 2	45,344	64,771
2832	Juvenile Counselor 2	45,344	64,771
2840	Juvenile Counselor 3	48,776	69,805
2842	Juvenile Counselor 3	48,776	69,805
2850	Juvenile Detention Team Superv	41,517	59,446

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
2890	Juvenile Detention/Shelter Mgr	55,619	79,456
8060	Juvenile Director	77,626	110,947
2790	Juvenile Services Specialist 1	31,970	45,552
2792	Juvenile Services Specialist 1	31,970	45,552
2810	Juvenile Services Specialist 2	35,922	51,314
2812	Juvenile Services Specialist 2	35,922	51,314
2860	Juvenile Services Supervisor	49,546	70,782
2816	Juvenile Services Team Leader	42,786	61,110
2818	Juvenile Services Team Leader	42,786	61,110
4350	Land Surveyor	41,517	59,446
8145	Land and Park Director	77,626	110,947
1800	Law Librarian	32,947	47,029
1612	Legal Assist 1 (JUV)	28,725	40,914
1609	Legal Assist 1 (Juv)	28,725	40,914
1611	Legal Assist 1 (PS)	28,725	40,914
1622	Legal Assist 2 (JUV)	32,157	46,051
1619	Legal Assist 2 (Juv)	32,157	46,051
1631	Legal Assist 3 (PS)	34,154	48,818
1610	Legal Assistant 1	28,725	40,914
1620	Legal Assistant 2	32,157	46,051
1630	Legal Assistant 3	31,054	44,346
1621	Legal Assist 2 (PS)	32,157	46,051
2190	Lieutenant	76,606	109,491
5050	Light Equipment Operator	35,339	45,261
5070	Maintenance Blade Operator	39,021	49,858
1940	Management Analyst 1	39,208	55,994
1950	Management Analyst 2	41,517	59,446
1960	Management Analyst 3	46,738	66,810
6010	Marine Fuel Site Attendant	31,054	44,346
6465	Marketing & Office Manager	49,546	70,782
5550	Mechanic	40,061	51,085
5560	Mechanic Leadworker	43,576	56,160
3510	Museum Curator	34,902	49,837
8110	Museum Director	55,619	79,456
3540	Museum Educator	34,902	49,837
3530	Museum Operations Technician	34,902	49,837
3520	Museum Research Librarian	34,902	49,837

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
4160	Natural Resources Div Manager	58,989	84,240
4135	Natural Resources Specialist	52,562	74,963
4140	Natural Resources Technician	31,054	44,346
5190	O & M Leadworker 2	43,576	56,160
5240	O&M Division Manager	70,262	100,443
5180	O&M Leadworker 1	34,778	50,461
5230	O&M Manager	49,546	70,782
5210	O&M Supervisor 1	46,738	66,810
5220	O&M Supervisor 2	49,546	70,782
1110	Office Manager 1	26,104	37,170
1120	Office Manager 2	29,224	41,829
1130	Office Manager 3	31,054	44,346
1121	Office Mgr 2 (PS)	30,264	43,347
1970	Operations Team Manager	55,619	79,456
8290	PH Administrator / Hlth Officer	135,325	135,325
5130	Paint Striper	39,021	49,858
1810	Paralegal	36,982	52,853
5820	Park Caretaker	23,213	33,155
5822	Park Caretaker Regular	31,054	44,346
5875	Park Coordinator	34,902	49,837
8160	Park Director	73,195	104,458
5840	Park Groundskeeper	26,104	37,170
5870	Park Maintenance Tech 3	34,902	49,837
5850	Park Maintenance Technician 1	31,054	44,346
5860	Park Maintenance Technician 2	32,947	47,029
5890	Park Operations Supervisor	41,517	59,446
5910	Park Operations Manager	46,738	66,810
5880	Park Services Supervisor	39,208	55,994
5830	Park Specialist	31,054	44,346
2220	Patrol Captain	78,229	111,717
2148	Patrol Deputy Sheriff-Adv	48,797	62,296
2140	Patrol Deputy Sheriff-Basic	48,797	62,296
2144	Patrol Deputy Sheriff-Intermed	48,797	62,296
2130	Patrol Deputy Sheriff-Recruit	46,530	59,259
4530	Personal Property Technician 2	31,054	44,346
3710	Planner 1	36,982	52,853
3720	Planner 2	41,517	59,446

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
3750	Planner 3	44,054	62,982
8120	Planning Director	77,626	110,947
3780	Planning Manager	58,989	84,240
3670	Planning Technical Manager	46,738	66,810
3610	Planning Technician 1	26,104	37,170
3630	Planning Technician 2	31,054	44,346
3650	Planning Technician 3	36,982	52,853
3130	Plans Examiner	55,619	79,456
3135	Plans Examiner Engineer	58,989	84,240
2270	Police Records Clerk	35,568	45,531
4130	Power Plant Operator/Hydrologi	49,546	70,782
4540	Property Appraiser 1	31,054	44,346
4550	Property Appraiser 2	36,982	52,853
4560	Property Appraiser 3	41,517	59,446
4570	Property Appraiser 4	46,738	66,810
4510	Property Appraiser Trainee	27,643	39,374
2280	Property Manager	40,290	51,230
8130	Public Works Director	87,797	126,110
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	33,717	43,014
5010	Public Works Temp	23,213	33,155
5011	Public Works Wildland Temp	22,880	22,880
1340	Purchasing Manager	44,054	62,982
6060	RV Resort Manager	49,546	70,782
7765	Radio Sys Communications Tech	55,557	79,477
7790	Radio System Comm Mgr	64,979	92,789
4590	Real Property Officer	46,738	66,810
2335	Records & Civil Division Super	47,798	68,266
1180	Records Technician	27,643	39,374
1050	Records and Elections Tech 1	24,544	35,069
1060	Records and Elections Tech 2	26,104	37,170
3120	Regulation Specialist	37,627	73,757
5810	Relief/Temporary Caretaker	19,302	19,698
1535	Risk Manager	55,619	79,456
1540	Risk/Labor Relations Manager	70,262	100,443
5270	S/W Testing & Monitoring Spec	44,138	56,410

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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
5260	S/W Truck Equipment Operator	39,021	49,858
2100	SO Civil Process Server	29,224	41,829
6040	Salmon Harbor Project Manager	44,054	62,982
1080	Senior Department Assistant	24,544	35,069
3760	Senior Planner	49,546	70,782
7545	Senior Sanitarian	55,619	79,456
7020	Senior Services Coordinator	26,104	37,170
8100	Senior Services Director	55,619	79,456
7040	Senior Services Program Mgr	46,738	66,810
1175	Senior Tax Clerk	32,947	47,029
2180	Sergeant	68,182	97,323
2530	Shelter Attendant	18,762	26,790
9060	Sheriff	112,154	112,154
2110	Sheriff Reserves	27,581	27,581
8180	Solid Waste Director	73,195	104,458
5290	Solid Waste Division Manager	58,989	84,240
5250	Solid Waste Site Attendant	26,998	37,835
7030	Sr Services Case Manager	34,902	49,837
5080	Surfacing Operator	39,021	49,858
4290	Survey Aide	24,544	35,069
4360	Survey Supervisor	46,738	66,810
4340	Survey Support Supervisor	34,902	49,837
4310	Survey Technician 1	26,104	37,170
4320	Survey Technician 2	32,947	47,029
4330	Survey Technician 3	34,902	49,837
9070	Surveyor	70,699	70,699
1170	Tax Clerk	27,643	39,374
2030	Tax Collection Deputy	49,546	70,782
4070	Technical Services Manager	55,619	79,456
6410	Temp Fair Cmplx Wkr 1	22,880	22,880
6412	Temp Fair Cmplx Wkr 2	23,213	33,155
7065	Trans Systems Manager	41,517	59,446
2960	Transfer Site Attdt 2	23,213	33,155
2962	Transfer Site Attendant	26,998	37,835
9080	Treasurer	25,500	25,500
1280	Treasurer Revenue Clerk	32,947	47,029
2865	Treatment Services Manager	49,546	70,782

**Douglas County Compensation Plan
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Job Code	Description	Minimum Annual Pay Rate	Maximum Annual Pay Rate
3515	Umpqua River Lighthouse/Curatr	34,902	49,837
2240	Undersheriff	78,229	111,717
1140	Veterans Claims Specialist	31,054	44,346
8040	Veterans Service Officer	44,054	62,982
1640	Victim Assistance Coordinator	32,157	46,051
7062	Vol Srvs Coordinator (JUV)	32,947	47,029
7060	Volunteer Services Coordinator	32,947	47,029
7070	Volunteer Services Program Mgr	46,738	66,810
4010	Waste Reduction Manager	41,517	59,446
2980	Work Crew Leadworker	36,982	52,853
2990	Work Crew Manager	49,546	70,782
2970	Work Crew Supervisor	34,902	49,837
1645	Youth Program Coordinator	38,667	55,224
1646	Youth Program Coordinator	38,667	55,224
2880	Youth Resident Services Manage	55,619	79,456