



INSTRUCTIONS: This calculator determines the appropriate step placement for new and existing employees using the 2024 Equal Pay Analysis methodology. Complete the yellow fields (if applicable), the white fields will automatically populate. To ensure the most updated version, please access the calculator posted to the website. **Ensure you save a pdf copy of the completed assessment for your files.**

Calculation Type - Fields within the tool will adjust based on the calculation type selected.

Calculation Type
<input type="radio"/> New Employee / New Job
<input checked="" type="radio"/> Review in Current Position

- **New Employee/New Job:** For a new hire or evaluation of a current employee moving to a new job.
- **Review in Current Position:** To review an employee in their existing classification (at employee or manager/agency request).

Calculation Date

Calculation Date
5/28/2024

- **New Employee/New Job:** Enter the date the calculator is completed.
- **Review in Current Position:** Enter the date the Equal Pay Review was requested.

Candidate/Employee Information - Complete all sections in yellow.

Candidate/Employee Information	
Employee name	[Enter Employee Name]
OR number (if applicable)	[Enter OR Number]
Agency	[Select Agency or Type It In]
Employee's manager(s)	[Enter Manager's Name]
Benefit service date	(Only applicable to 'Review in Current Position')
Current Step	(Only applicable to 'Review in Current Position')

Job Profile Information - Complete all sections in yellow, white sections will auto-populate.

Job Profile Information	
Current job profile	[Select a Job Profile]
Current compensation grade profile	[Select a Grade Profile]
Required Experience Deduction	0.0
Current classification hire date	(Only applicable to 'Review in Current Position')
Years in current classification	0.0

- **Current Job Profile** – select the appropriate classification
- **Current Compensation Grade Profile** – select the grade profile associated with the classification
- **Current classification Hire Date** – This is only applicable for review in current position. Enter the date hired into the current classification



...INSTRUCTIONS: This calculator determines the appropriate step placement for new and existing employees using the

- **Years in Current classification** – field is auto populated

Degree – Highest level of degree received; degree does not need to be relevant to the position.

Highest Degree Attained	Experience Equivalent
Associate's Degree	1.5

Relevant Previous Experience - Enter all relevant work experience. Years of Experience will auto-populate. Overlaps in positions are auto-calculated and credit is given to one position per period of time.

Relevant Experience: Any past experience, tasks, and duties relevant to a job in terms of skills or knowledge required. It does not necessarily mean that you must have worked in the exact role or had the same job title before.

Please do not enter certifications used to meet Minimum Qualifications for the position. This section of the Equal Pay Calculator reflects relevant previous experience.

Relevant Previous Experience						Relevant Experience Total
	Job Title	Start Date	End Date	Experience	Overlaps	
1	Relevant position 1	1/20/2021	1/19/2022	1.0	0.0	1.0
2	Relevant position 2	1/20/2018	1/19/2021	3.0	0.0	3.0
3				0.0	0.0	0.0
4				0.0	0.0	0.0
5				0.0	0.0	0.0
6				0.0	0.0	0.0
	Total			4.0	0.0	4.0

Output – This section will auto-populate and provide the recommended step (using the methodology).

Recommended Step Calculation	
Relevant prior experience	4.0
Degree experience equivalent	+ 0.0
Required experience deduction	- 3.0
Total experience	1.0
Weighting	x 0.5
Experience steps	0.0
Years in current job profile	+ 0.0
Recommended step	3.0

Notes Section

Notes
[Enter any notes here]



Equal Pay

COMPENSATION CALCULATOR

Questions:

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INSTRUCTIONS: This calculator determines the appropriate step placement for new and existing employees using the

☐ Policy Based Override

☐ CBA Override

- If step recommendation is overridden for CBA/Policy, provide actual step offered and check the appropriate box.

State of Oregon Compensation Step Calculator

Calculation Type
<input checked="" type="radio"/> New Employee / New Job
<input type="radio"/> Review in Current Position

Calculation Date
Analyst Name

Highest Degree Attained	Experience Equivalent
[Select a Degree Level]	0

Completed Date

Candidate/Employee Information	
Employee name	[Enter Employee Name]
OR number (if applicable)	[Enter OR Number]
Agency	[Select Agency or Type It In]
Employee's manager(s)	[Enter Manager's Name]
Benefit service date	
Current step	

Job Profile Information	
Prospective job profile	[Select a Job Profile]
Prospective compensation grade profile	[Select a Grade Profile]
Required experience deduction	N/A
Current classification hire date	
Current classification grade	0.0

Relevant Prior Experience						
	Job Title	Start Date	End Date	Experience	Overlaps	Relevant Experience Total
1				0.0	0.0	0.0
2				0.0	0.0	0.0
3				0.0	0.0	0.0
4				0.0	0.0	0.0
5				0.0	0.0	0.0
6				0.0	0.0	0.0
7				0.0	0.0	0.0
8				0.0	0.0	0.0
9				0.0	0.0	0.0
10				0.0	0.0	0.0
11				0.0	0.0	0.0
12				0.0	0.0	0.0
13				0.0	0.0	0.0
14				0.0	0.0	0.0
15				0.0	0.0	0.0
Total				0.0	0.0	0.0

Notes
[Enter any notes here]
<input type="checkbox"/> Policy Based Override <input type="checkbox"/> CBA Override

Recommended Step Calculation	
Relevant prior experience	0.0
Degree experience equivalent	+ 0.0
Required experience deduction	- 0.0
Total experience	0.0
Weighting	x 0.5
Experience steps	0.0
Years in current classification	+ 0.0
Recommended step	0.0

Job Title	Required Experience Deduction
Accountant 1	3
Accountant 2	5
Accountant 3	6
Accounting Administrator 1	5
Accounting Manager 1	5
Accounting Manager 2	6
Accounting Manager 3	7
Accounting Supervisor 1	3
Accounting Supervisor 2	4
Accounting Technician	0
Activities Coordinator	3
Actuary	4
Administrative Law Judge 1	3
Administrative Law Judge 2	5
Administrative Law Judge 3	8
Administrative Specialist 1	2
Administrative Specialist 2	3
Adult Parole/Probation Officer	3
Adult Protective Service Specialist	5
Aerial Photographer	2
Agency Head 1	7
Agency Head 2	7
Agency Head 3	7
Agency Head 4	5
Agency Head 5	5
Agency Head 6	5
Agency Head 7	3
Agency Head 8	3
Agency Head 9	3
Aging and People with Disabilities Administrator	5
Aging and People with Disabilities Administrator	7
Aging and People with Disabilities Manager 1	5
Aging and People with Disabilities Manager 2	6
Aging and People with Disabilities Manager 3	7
Aging and People with Disabilities Supervisor 2	4
Agricultural Worker	0
Aircraft Pilot	0
Appraiser Analyst 1	0
Appraiser Analyst 2	3
Appraiser Analyst 3	5
Appraiser Analyst 4	7
Apprenticeship Representative	4
Area Forest Manager	10
Assistant Attorney General	3
Assistant Chief Criminal Investigator	4
Associate In Engineering 1	0

Associate In Engineering 2	1
Associate In Geology 1	3
Associate In Geology 2	2
Associate Landscape Architect 1	3
Associate Landscape Architect 2	5
Auto/Heavy Equipment Repair Supervisor	6
Automotive Fleet Attendant	0
Automotive Technician 1	2
Automotive Technician 2	4
Behavior Professional	5
Behavior/Vocational Specialist 1	0
Behavior/Vocational Specialist 2	1.5
Behavioral Health (ODOC) Administrator 1	9
Behavioral Health (ODOC) Administrator 2	7
Behavioral Health (ODOC) Administrator 3	9
Behavioral Health (ODOC) Manager 1	1
Behavioral Health (ODOC) Manager 2	2
Behavioral Health (ODOC) Manager 3	3
Behavioral Health Policy Administrator 1	5
Behavioral Health Policy Administrator 2	7
Behavioral Health Policy Administrator 3	9
Behavioral Health Policy Manager 1	5
Behavioral Health Policy Manager 2	6
Behavioral Health Policy Manager 3	7
Behavioral Health Policy Supervisor 1	3
Behavioral Health Policy Supervisor 2	4
Behavioral Health Specialist 1	5
Behavioral Health Specialist 2	6
Behavioral Health Specialist 3	7
Biological Science Assistant	0
Biological Technician	0
Board of Nursing Consultant	9
Boiler Inspector	0
Budget and Fiscal Administrator 1	5
Budget and Fiscal Administrator 2	7
Budget and Fiscal Administrator 3	9
Budget and Fiscal Manager 1	5
Budget and Fiscal Manager 2	6
Budget and Fiscal Manager 3	7
Budget and Fiscal Supervisor 2	4
Business & Employment Specialist 1	2
Business & Employment Specialist 2	2
Business Enterprise Representative	0
Business Operations Administrator 1	5
Business Operations Administrator 2	7
Business Operations Administrator 3	9
Business Operations Manager 1	5

Business Operations Manager 2	6
Business Operations Manager 3	7
Business Operations Supervisor 1	3
Business Operations Supervisor 2	4
Cancer Registry Specialist	3
Captain	1
Carpenter	4
Cartographer 1	2
Cartographer 2	3
Cartographer 3	6
Case Presenters	6
Ccb Investigator/Mediator	2
Certified Medication Aide	0
Certified Occupation Therapist Assistant	0
Chaplain	6
Chemist 1	3
Chemist 2	4
Chemist 3	5
Chief Clinical Dietician	5
Chief Criminal Investigator	5
Chief Information Administrator 1	5
Chief Information Administrator 2	7
Chief Information Manager 1	5
Chief Information Manager 2	6
Chief Information Manager 3	7
Chief Medical Officer	7
Child Nutrition Specialist	5
Child Support Administrator 1	5
Child Support Administrator 2	7
Child Support Case Manager	1
Child Support Case Manager Entry	3
Child Support Manager 1	5
Child Support Manager 2	6
Child Support Manager 3	7
Child Support Specialist	4
Child Support Supervisor 1	3
Child Support Supervisor 2	4
Child Welfare Administrator 1	5
Child Welfare Administrator 2	7
Child Welfare Administrator 3	9
Child Welfare Manager 1	5
Child Welfare Manager 2	6
Child Welfare Manager 3	7
Child Welfare Supervisor 1	4
Child Welfare Supervisor 2	4
Civil Engineering Specialist 1	4
Civil Engineering Specialist 2	5

Civil Engineering Specialist 3	7
Civil Rights Intake Officer	0.5
Civil Rights Investigator 1	2
Civil Rights Investigator 2	4
Claims Examiner (DOJ)	2
Claims Representative 1	2
Claims Representative 2	3
Client Care Surveyor	6
Clinical Director	7
Clinical Laboratory Scientist	3
Clinical Psychologist 1	5
Clinical Psychologist 2	5
Clinical Rehabilitation Manager 1	5
Clinical Rehabilitation Manager 2	6
Clinical Rehabilitation Manager 3	7
Clinical Rehabilitation Supervisor 1	3
Clinical Rehabilitation Supervisor 2	4
Communicable Disease Analyst	3
Communications Administrator 1	5
Communications Manager 1	5
Communications Manager 2	6
Communications Manager 3	7
Communications Supervisor 1	3
Communications Supervisor 2	4
Communications System Analyst 1	1
Communications System Analyst 2	3
Communications System Analyst 3	6
Communications System Analyst 4	8
Community Corrections Administrator 1	5
Community Corrections Administrator 1 (DOC)	5
Community Corrections Administrator 2	7
Community Corrections Administrator 2 (DOC)	7
Community Corrections Manager 1	5
Community Corrections Manager 1 (DOC)	5
Community Corrections Manager 2	6
Community Corrections Manager 2 (DOC)	6
Community Corrections Manager 3	7
Community Corrections Manager 3 (DOC)	7
Community Corrections Supervisor 1	3
Community Corrections Supervisor 1 (DOC)	3
Community Corrections Supervisor 2	4
Community Corrections Supervisor 2 (DOC)	4
Community Outreach Specialist	6
Compliance and Regulatory Administrator 1	5
Compliance and Regulatory Administrator 2	7
Compliance and Regulatory Manager 1	5
Compliance and Regulatory Manager 2	6

Compliance and Regulatory Manager 3	7
Compliance and Regulatory Supervisor 1	3
Compliance and Regulatory Supervisor 2	4
Compliance Specialist 1	2
Compliance Specialist 2	4
Compliance Specialist 3	5
Computer Operations Supervisor 1	2
Computer Operations Supervisor 2	3
Construction and Facility Maintenance Manager	5
Construction and Facility Maintenance Manager	6
Construction and Facility Maintenance Manager	7
Construction and Facility Maintenance Supervisor	2
Construction and Facility Maintenance Supervisor	4
Construction Inspector	3
Construction Project Manager 1	4
Construction Project Manager 2	6
Construction Project Manager 3	8
Consultant Advisor 1	7
Consultant Advisor 2	8
Consulting Physician	7
Contact Center Manager 1	5
Contact Center Manager 2	6
Contact Center Manager 3	7
Contact Center Supervisor 1	6
Contact Center Supervisor 2	4
Cook	1
Correction Library Coordinator	3
Correctional Captain	4
Correctional Corporal	1
Correctional Counseling Manager 1	5
Correctional Counseling Manager 2	6
Correctional Counseling Manager 3	7
Correctional Counselor	5
Correctional Counselor Entry	3
Correctional Counselor Supervisor	6
Correctional Hearings Officer	3
Correctional Institution Administrator 1	5
Correctional Institution Administrator 2	7
Correctional Institution Administrator 3	9
Correctional Institution Manager 1	5
Correctional Institution Manager 2	6
Correctional Institution Manager 3	7
Correctional Lieutenant	3
Correctional Officer	0
Correctional Sergeant	2
Corrections Food Service Coordinator	1.5
Corrections Physician Specialist	7

Corrections Recreation Specialist 1	1
Corrections Recreation Specialist 2	3
Criminal Financial Investigator	5
Criminal Investigator	2
Criminal Justice/Emergency Communications Sp	2
Criminalist 3	3
Custodial Services Coordinator	2
Custodian	0
Data Entry Control Technician	0.5
Data Entry Operator	0.25
Data Processing Instructor	2
Data Resources Manager	3
Dental Assistant 1	0.5
Dental Assistant 2	1
Dental Hygienist	0
Dental Technician	2
Dentist	7
Department of Corrections Inspector 1	2
Department of Corrections Inspector 2	3
Department of Corrections Inspector 3	4
Deputy Chief Investment Officer	7
Deputy Chief Medical Officer	7
Deputy Fire Chief	4
Deputy State Chief Information Officer	5
Deputy State Fire Marshal	5
Deputy State Fire Marshal/Entry	2.5
Deputy/Chief 3	7
Deputy/Chief 4	5
Deputy/Chief 5	5
Deputy/Chief 6	5
Diagnostician	1
Dietetic Technician	1
Dietitian 1	3
Dietitian 2	6
Direct Support Crisis Specialist	1.5
Director	7
Disability Analysis and Adjudication Manager 1	5
Disability Analysis and Adjudication Manager 2	6
Disability Analysis and Adjudication Manager 3	7
Disability Analysis and Adjudication Supervisor 1	3
Disability Analysis and Adjudication Supervisor 2	4
Disability Analyst 1	3
Disability Analyst 2	6
Disability Analyst/Entry	3
District Forest Manager	8
District Veterinarian	5
Diversion Specialist	4

Diversity, Equity, and Inclusion Administrator 1	5
Diversity, Equity, and Inclusion Administrator 2	7
Diversity, Equity, and Inclusion Administrator 3	9
Diversity, Equity, and Inclusion Manager 1	5
Diversity, Equity, and Inclusion Manager 2	6
Diversity, Equity, and Inclusion Manager 3	7
DOJ Supervisor Investigator	4
Dormitory Counselor 1	0.5
Dormitory Counselor 2	1.5
Dormitory Counselor Entry	0
Dormitory Counselor Supervisor	3.5
Economist 1	3
Economist 2	4
Economist 3	6
Economist 4	6
Education Program Specialist 1	8
Education Program Specialist 2	9
Education Programs Administrator 1	5
Education Programs Administrator 2	7
Education Programs Administrator 3	9
Education Programs Manager 2	6
Education Programs Manager 3	7
Electrical Inspector, Commercial & Residential	0
Electrical Inspector, Multi Discipline	0
Electrical Inspector, Residential	0
Electrician 1	0
Electrician 2	0
Electrician 3	0
Electronic Publishing Design Specialist 1	2
Electronic Publishing Design Specialist 2	4
Electronic Publishing Design Specialist 3	6
Electronic Security Technician 1	4
Electronic Security Technician 2	6
Elevator Inspector	3
Eligibility Manager 1	5
Eligibility Manager 2	6
Eligibility Manager 3	7
Eligibility Supervisor 1	3
Eligibility Supervisor 2	4
Emergency Vehicle Technician	2
Employment Adjudicator	1
Employment Appeals Board Legal Staff	6
Employment Relations Board Chair	5
Employment Relations Board Member	3
Employment Review Board Mediator	8
Employment Services Manager 1	5
Employment Services Manager 2	6

Employment Services Manager 3	7
Employment Services Supervisor 1	3
Employment Services Supervisor 2	4
Energy Manager 1	5
Energy Manager 2	6
Energy Manager 3	7
Engineering Administrator 1	5
Engineering Administrator 2	7
Engineering Administrator 3	9
Engineering Manager 1	5
Engineering Manager 2	6
Engineering Manager 3	7
Engineering Specialist 1	1.5
Engineering Specialist 2	3.5
Engineering Specialist 3	5.5
Engineering Specialist/Entry	0
Engineering Technician 1	1
Engineering Technician 2	3
Engineering Technician 3	4
Enterprise Technology Advisor 1	7
Enterprise Technology Advisor 2	8
Environmental Engineer 1	2
Environmental Engineer 2	6
Environmental Engineer 3	7
Environmental Health Specialist 1	2
Environmental Health Specialist 2	5
Environmental Health Specialist 3	5
Environmental Law Specialist	6
Environmental Program Coordinator 1	3
Environmental Program Coordinator 2	5
Environmental Program Coordinator 3	6
Environmental Specialist 1	3
Environmental Specialist 2	4
Environmental Specialist 3	6
Epidemiologist 1	5
Epidemiologist 2	7
Epidemiologist 3	8
Equipment Operator	2
Evidence Technician	3
Executive Assistant	4
Executive Support Specialist 1	3
Executive Support Specialist 2	1
Facilities Engineer 1	3
Facilities Engineer 2	5
Facilities Engineer 3	7
Facilities Engineer Supervisor	3
Facility Energy Technician 1	1

Facility Energy Technician 2	3
Facility Energy Technician 3	4
Facility Energy Technician 4	6
Facility Maintenance Specialist	2
Facility Operations Specialist 1	4
Facility Operations Specialist 2	6
Field Burning Technician	0
Financial Enforcement Officer	7
Financial Examiner 1	3
Financial Examiner 2	4
Financial Examiner 3	5
Financial Investigator 1	5
Fingerprint Technician	1
Fire Protection and Community Risk Administrat	5
Fire Protection and Community Risk Administrat	7
Fire Protection and Community Risk Administrat	9
Fire Protection and Community Risk Manager 1	5
Fire Protection and Community Risk Manager 2	6
Fire Protection and Community Risk Manager 3	7
Firefighter	0
Fiscal Analyst 1	3
Fiscal Analyst 2	5
Fiscal Analyst 3	6
Fiscal Auditor 1	3
Fiscal Auditor 2	5
Fiscal Auditor/Entry	3
Fish and Wildlife Manager 1	5
Fish and Wildlife Manager 2	7
Fish and Wildlife Supervisor	4
Fish and Wildlife Technical Coordinator	4.5
Fish and Wildlife Technician	1.5
Fish and Wildlife Technician Entry	0
Fish and Wildlife Technician Senior	4
Fleet Manager 1	5
Fleet Manager 2	6
Fleet Manager 3	7
Fleet Supervisor 1	3
Fleet Supervisor 2	4
Food Service Manager 1	5
Food Service Manager 2	6
Food Service Manager 3	7
Food Service Supervisor 1	3
Food Service Supervisor 2	4
Food Service Worker	0.5
Force Protection Leader	3
Force Protection Officer	1.5
Forensic Administrator 1	8

Forensic Administrator 2	9
Forensic Administrator 3	10
Forensic Laboratory Support Specialist	1.5
Forensic Manager 1	5
Forensic Manager 2	6
Forensic Manager 3	7
Forensic Scientist (Entry)	3
Forensic Scientist 1	8
Forensic Scientist 2	10
Forensic Supervisor 1	3
Forensic Supervisor 2	4
Forest Crew Coordinator	1
Forest Lookout	0
Forest Management Technician	1.5
Forest Manager 1	5
Forest Manager 2	6
Forest Officer	4
Forest Officer Entry	2
Forestry Nursery Supervisor	2
Forestry Nursery Technician	0.5
Forestry Nursery Worker 1	0
Forestry Nursery Worker 2	0
Forestry Nursery Worker 3	0
General Maintenance Mechanic	4
Geologist 1	3
Geologist 2	5
Geologist 3	7
Geologist 4	9
Geotechnical Drilling Specialist 1	1
Geotechnical Drilling Specialist 2	2
Government Affairs Administrator 1	5
Government Affairs Administrator 2	7
Government Affairs Manager 1	5
Government Affairs Manager 2	6
Government Affairs Manager 3	7
Government Relations Administrator 1	5
Government Relations Administrator 2	7
Government Relations Manager 1	5
Government Relations Manager 2	6
Government Relations Manager 3	7
Governmental Auditor (Entry)	3
Governmental Auditor 1	4
Governmental Auditor 2	5
Governmental Auditor 3	6
Grants, Loans, and Programs Manager 1	5
Grants, Loans, and Programs Manager 2	6
Grants, Loans, and Programs Manager 3	7

Grounds Maintenance Worker 1	2
Grounds Maintenance Worker 2	3
Group Life Coordinator 1	0
Group Life Coordinator 2	0.5
Group Life Coordinator 3	1.5
Group Life Supervisor	2
Habilitative Training Technician 1	0
Hairdresser	0
Health Care Investigator/Advisor	8
Health Care Services (ODOC) Administrator 1	5
Health Care Services (ODOC) Administrator 2	7
Health Care Services (ODOC) Administrator 3	9
Health Care Services (ODOC) Manager 2	6
Health Care Services (ODOC) Manager 3	7
Health Care Services (ODOC) Supervisor 1	3
Health Care Services (ODOC) Supervisor 2	4
Health Crisis Technician	1.5
Health Facilities Consultant	5
Health Information Specialist	1.5
Health Policy and Program Administrator 1	5
Health Policy and Program Administrator 2	7
Health Policy and Program Administrator 3	9
Health Policy and Program Manager 1	5
Health Policy and Program Manager 2	6
Health Policy and Program Manager 3	7
Health Services Technician	2
Heavy Equipment Technician 1	4
Heavy Equipment Technician 2	6
Heavy Equipment Technician Entry	6
HR Consultant 1	7
HR Consultant 2	8
Human Resource Analyst 1	3
Human Resource Analyst 2	5
Human Resource Analyst 3	6
Human Resource Assistant	2
Human Resources Administrator 1	5
Human Resources Administrator 2	7
Human Resources Information Systems Manage	5
Human Resources Information Systems Manage	6
Human Resources Information Systems Manage	7
Human Resources Manager 1	5
Human Resources Manager 2	6
Human Resources Manager 3	7
Human Resources Supervisor 1	3
Human Resources Supervisor 2	4
Human Services Administrator 1	5
Human Services Administrator 2	7

Human Services Administrator 3	9
Human Services Assistant 1	0
Human Services Assistant 2	1
Human Services Case Manager	3
Human Services Manager 1	5
Human Services Manager 2	6
Human Services Manager 3	7
Human Services Specialist 1	2
Human Services Specialist 2	2
Human Services Specialist 3	2
Human Services Specialist 4	2
Human Services Supervisor 1	3
Human Services Supervisor 2	4
Incident Response Operations Specialist	2
Industrial Hygienist 1	2.5
Industrial Hygienist 2	3.5
Industrial Hygienist 3	5
Industrial Hygienist 4	6
Information Systems Specialist 1	0.5
Information Systems Specialist 2	1
Information Systems Specialist 3	1.5
Information Systems Specialist 4	2.5
Information Systems Specialist 5	3
Information Systems Specialist 6	4
Information Systems Specialist 7	4
Information Systems Specialist 8	5
Information Technology Administrator 1	5
Information Technology Administrator 2	7
Information Technology Application Development	5
Information Technology Application Development	6
Information Technology Application Development	7
Information Technology Customer Engagement	5
Information Technology Customer Engagement	6
Information Technology Customer Engagement	7
Information Technology Cyber Security Administrator	5
Information Technology Cyber Security Administrator	7
Information Technology Cyber Security Manager	5
Information Technology Cyber Security Manager	6
Information Technology Cyber Security Manager	7
Information Technology Data Administrator 1	5
Information Technology Infrastructure Manager	5
Information Technology Infrastructure Manager	6
Information Technology Infrastructure Manager	7
Information Technology Manager 1	5
Information Technology Manager 2	6
Information Technology Manager 3	7
Information Technology Platforms and Systems	5

Information Technology Platforms and Systems I	6
Information Technology Platforms and Systems II	7
Information Technology Project and Portfolio Manager	5
Information Technology Project and Portfolio Manager	6
Information Technology Project and Portfolio Manager	7
Information Technology Supervisor 2	4
Inspector Multi Discipline, Residential	0
Institution Registered Nurse	0
Institution Teacher BA	3
Institution Teacher MA	3
Insurance Examiner	0
Insurance Examiner Entry	3
Internal Auditor 1	3
Internal Auditor 2	5
Internal Auditor 3	6
Internal Auditor Chief Executive 1	3
Internal Auditor Chief Executive 2	3
Internal Auditor Chief Executive 3	5
Investigations Manager 1	5
Investigations Manager 2	6
Investigations Manager 3	7
Investigations Supervisor 1	3
Investigations Supervisor 2	4
Investigator 1	2
Investigator 2	2
Investigator 3	4
Investment Analyst 1	5
Investment Analyst 2	7
Investment Analyst 3	9
Investment Analyst Entry	3
Juvenile Parole/Probation Assistant	1.5
Juvenile Parole/Probation Officer	5
Juvenile Probation/Social Services Officer/Juvenile	4
Laboratory Technician 1	1
Laboratory Technician 2	2
Laborer/Student Worker	0
Land Use and Environmental Planning Manager I	5
Land Use and Environmental Planning Manager II	6
Land Use and Environmental Planning Manager III	7
Land Use Board of Appeals Chair	5
Land Use Board of Appeals Member	3
Latent Print Examiner	2
Law Clerk	4
Law Enforcement (DOJ) Manager 2	6
Law Enforcement (DOJ) Manager 3	7
Learning & Development Specialist 1	3
Learning & Development Specialist 2	5

Legal Dispute and Resolution Administrator 1	13
Legal Dispute and Resolution Administrator 2	14
Legal Dispute and Resolution Manager 1	10
Legal Dispute and Resolution Manager 2	11
Legal Dispute and Resolution Manager 3	12
Legal Practice Attorney Administrator 1	8
Legal Practice Attorney Administrator 2	9
Legal Practice Attorney Manager 3	7
Legal Secretary	2
Legal Staff	6
Legal Support Services Manager 1	5
Legal Support Services Manager 2	6
Legal Support Services Manager 3	7
Legal Support Services Supervisor 1	3
Legal Support Services Supervisor 2	4
Librarian	4
Library Services Manager 1	5
Library Services Manager 2	6
Library Services Manager 3	7
Library Services Supervisor 1	3
Library Services Supervisor 2	4
Licensed Practical Nurse	0
Licensing and Permitting Administrator 1	5
Licensing and Permitting Manager 1	5
Licensing and Permitting Manager 2	6
Licensing and Permitting Manager 3	7
Licensing and Permitting Supervisor 1	3
Licensing and Permitting Supervisor 2	4
Licensing Specialist	3
Lieutenant	0
Liquor Distribution Worker 1	0
Liquor Distribution Worker 2	1
Litter Patrol Worker	0
Livestock Brand Inspector	2
Loan Specialist 1	3
Loan Specialist 2	5
Loan Specialist 3	6
Machinist	2
Mail Delivery Driver	2
Mail Equipment Operator 1	1
Mail Equipment Operator 2	2
Mail Services Assistant	0
Maintenance & Operations Supervisor	3
Manual Arts Instructor	0.5
Manufactured Homes Inspector	0
Medical Consultant	7
Medical Examiner, Assistant Chief	7

Medical Examiner, Chief	7
Medical Examiner, Deputy	7
Medical Health Services (OHA) Administrator 1	5
Medical Health Services (OHA) Administrator 2	7
Medical Health Services (OHA) Administrator 3	9
Medical Health Services (OHA) Manager 1	5
Medical Health Services (OHA) Manager 2	6
Medical Health Services (OHA) Manager 3	7
Medical Laboratory Technician 1	1
Medical Laboratory Technician 2	3
Medical Records Consultant	1.5
Medical Review Coordinator	3
Medical Transcriptionist	2
Mental Health Registered Nurse	0
Mental Health Security Technician	1
Mental Health Supervising Registered Nurse	2
Mental Health Therapist 1	2
Mental Health Therapist 2	3
Mental Health Therapist Supervisor	3
Mental Health Therapy Coordinator	3
Mental Health Therapy Shift Coordinator	0
Mental Health Therapy Technician	1.5
Microbiologist 1	3
Microbiologist 2	4
Microbiologist 3	6
Military Lease Agent	1
Motor Carrier Enforcement Officer 1	2
Motor Carrier Enforcement Officer 2	3
Natural Resource Protection and Sustainability A	5
Natural Resource Protection and Sustainability A	7
Natural Resource Protection and Sustainability A	9
Natural Resource Protection and Sustainability N	5
Natural Resource Protection and Sustainability N	6
Natural Resource Protection and Sustainability N	7
Natural Resource Specialist 1	3
Natural Resource Specialist 2	5
Natural Resource Specialist 3	6
Natural Resource Specialist 4	6
Natural Resource Specialist 5	6
Nurse Manager	3
Nurse Practitioner	0
Nursing Administrator 1	5
Nursing Administrator 2	7
Nutrition Consultant	6
Occupational Health and Safety Manager 1	5
Occupational Health and Safety Manager 2	6
Occupational Health and Safety Manager 3	7

Occupational Safety Specialist 1	1
Occupational Safety Specialist 2	1
Occupational Safety Specialist 3	1
Occupational Therapist	0
Office Assistant 1	0
Office Assistant 2	1
Office Manager 1	3
Office Manager 2	1
Office Manager 3	3
Office Specialist 1	1
Office Specialist 2	1.5
Operations & Policy Analyst 1	3
Operations & Policy Analyst 2	5
Operations & Policy Analyst 3	7
Operations & Policy Analyst 4	8
Oregon State Hospital, Chief	7
OSH Superintendent	7
OSP Captain	3
OSP Deputy Superintendent	5
OSP Lieutenant	3
OSP Major	3
OSP Superintendent	7
OSP Telecommunications Supervisor	3
OSP Telecommunicator 1	0
OSP Telecommunicator 2	0
OSP Trooper	0
Painter	0
Paralegal	1.5
Park District Manager 1	6
Park District Manager 2	8
Park Manager 1	2
Park Manager 2	4
Park Manager 3	6
Park Ranger 1	2
Park Ranger 2	4
Park Ranger 3	5
Park Ranger Assistant	0.5
Park Ranger Supervisor	5
Park Region Manager	10
Park Specialist	2
Parking Services Representative	1
Parts Specialist 1	1
Parts Specialist 2	3
Pastoral Education Coordinator	4
Payroll Analyst	0
Pharmacist	0
Pharmacist 1	0

Pharmacist 2	3
Pharmacist Resident	0
Pharmacy Clerk & Technician 1	1
Pharmacy Clerk & Technician 2	1
Pharmacy Clerk & Technician 3	2
Pharmacy Manager 1	1
Pharmacy Manager 2	3
Physical Therapist	0
Physical Therapy Assistant	0
Physical Therapy Program Manager	3
Physical/Electronic Security Technician	4
Physical/Electronic Security Technician 3	6
Physician Specialist	7
Physician, Primary Care	7
Physician, Psychiatrist	7
Physician's Assistant	0
Planner 1	3
Planner 2	4
Planner 3	6
Planner 4	7
Plans Examiner, Commercial & Residential	2
Plans Examiner, Residential	0
Plasterer	4
Plumber	0
Plumbing Inspector, Commercial & Residential	0
Plumbing Inspector, Multi Discipline	0
Plumbing Inspector, Residential	0
Policy And Budget Analyst	7
Policy, Planning, and Development Manager 1	5
Policy, Planning, and Development Manager 2	6
Policy, Planning, and Development Manager 3	7
Preadmissions Screening Specialist	0.5
Print Services Technician	1
Printing Production Coordinator	4
Procurement & Contract Specialist 1	3
Procurement & Contract Specialist 2	4
Procurement & Contract Specialist 3	5
Procurement Administrator 1	5
Procurement Administrator 2	7
Procurement And Contract Assistant	1.5
Procurement Manager 1	5
Procurement Manager 2	6
Procurement Manager 3	7
Production Supervisor	2
Professional Engineer 1	0
Professional Engineer 2	3
Professional Geologist 1	0

Professional Geologist 2	3
Professional Land Surveyor 1	0
Professional Land Surveyor 2	3
Professional Landscape Architect 1	3
Professional Landscape Architect 2	3
Program Analyst 1	3
Program Analyst 2	5
Program Analyst 3	7
Program Analyst 4	8
Project Manager 1	0
Project Manager 2	0
Project Manager 3	2
Psychiatric Nurse Practitioner	0
Psychiatric Social Worker	4
Psychology Manager 1	1
Psychology Manager 2	2
Psychology Manager 3	2
Public Administrative Trainee	3
Public Affairs Specialist 1	3
Public Affairs Specialist 2	5
Public Affairs Specialist 3	8
Public Employees Retirement System Director	13
Public Health Administrator 1	5
Public Health Administrator 2	7
Public Health Administrator 3	9
Public Health Educator 1	3
Public Health Educator 2	5
Public Health Manager 1	5
Public Health Manager 2	6
Public Health Manager 3	7
Public Health Nurse 1	6
Public Health Nurse 2	8
Public Health Physician 1	3
Public Health Physician 2	5
Public Health Supervisor 1	3
Public Health Supervisor 2	4
Public Health Toxicologist 1	5
Public Health Toxicologist 2	5
Public Health Veterinarian	5
Public Safety Education and Training Manager 1	5
Public Safety Education and Training Manager 2	6
Public Safety Education and Training Manager 3	7
Public Safety Training Specialist 1	3
Public Safety Training Specialist 2	6
Public Service Physician	7
Public Service Representative 1	0
Public Service Representative 2	1

Public Service Representative 3	2
Public Service Representative 4	3
Public Utilities Administrator 1	5
Public Utilities Administrator 2	7
Public Utilities Manager 1	5
Public Utilities Manager 2	6
Public Utilities Manager 3	7
Quality Assurance Coordinator	2
Racing Worker	0
Radiologic Technologist	0
Rail Compliance Inspector	4
Railroad Compliance Specialist	4
Records Management Analyst 1	5
Records Management Analyst 2	6
Records Management Manager 1	5
Records Management Manager 2	6
Records Management Manager 3	7
Records Management Supervisor 1	3
Records Management Supervisor 2	4
Recreational Vehicle/Parks Inspect	0
Registered Nurse Epidemiologist	5
Regulatory Specialist	3
Rehabilitation Industries Rep	3
Rehabilitation Instructor For The Blind	4
Rehabilitation Instructor For The Blind (Entry)	3
Rehabilitation Therapist	4
Rehabilitation Therapy Program Manager	6
Rehabilitation Therapy Supervisor	5
Rehabilitative Counseling Administrator 1	5
Rehabilitative Counseling Administrator 2	7
Rehabilitative Counseling Manager 1	5
Rehabilitative Counseling Manager 2	6
Rehabilitative Counseling Manager 3	7
Rehabilitative Counseling Supervisor 1	3
Rehabilitative Counseling Supervisor 2	4
Research Analyst 1	1
Research Analyst 2	3
Research Analyst 3	4
Research Analyst 4	5
Research, Analysis, and Statistics Administrator :	5
Research, Analysis, and Statistics Manager 1	5
Research, Analysis, and Statistics Manager 2	6
Research, Analysis, and Statistics Manager 3	7
Research, Analysis, and Statistics Supervisor 2	4
Resident Support Specialist	1
Residential Care Administrator 1	5
Residential Care Administrator 2	7

Residential Care Manager 1	5
Residential Care Manager 2	6
Residential Care Manager 3	7
Residential Care Supervisor 1	3
Residential Care Supervisor 2	4
Respiratory Care Practitioner	0
Retirement Counselor 1	1
Retirement Counselor 2	2
Revenue Agent 1	0.5
Revenue Agent 2	1
Revenue Agent 3	2
Revenue Manager 1	5
Revenue Manager 2	6
Revenue Manager 3	7
Revenue Supervisor 1	3
Revenue Supervisor 2	4
Right of Way Agent 1	3
Right of Way Agent 2	5
Right of Way Agent Entry	2
Role Player	0
Safety Specialist 1	3
Safety Specialist 2	5
Science, Chemistry, and Laboratory Administrator	5
Science, Chemistry, and Laboratory Manager 1	5
Science, Chemistry, and Laboratory Manager 2	6
Science, Chemistry, and Laboratory Manager 3	7
Scientific Instrument Technician	3
Seamster	2
Securities Examiner	4
Securities Examiner/Entry	4
Security Operations Administrator 1	5
Security Operations Manager 1	5
Security Operations Manager 2	6
Security Operations Manager 3	7
Security Operations Supervisor 1	3
Security Operations Supervisor 2	4
Senior Assistant Attorney General	3
Senior Information Technology Portfolio Manager	8
Senior Medical Consultant	5
Sergeant	0
Shipping Point Inspector 1	1
Shipping Point Inspector 2	2
Shipping Point Inspector Assistant Manager	1
Shipping, Distribution, and Warehouse Manager	5
Shipping, Distribution, and Warehouse Manager	6
Shipping, Distribution, and Warehouse Manager	7
Shipping, Distribution, and Warehouse Supervisor	3

Shipping, Distribution, and Warehouse Supervisc	4
Sign Technician 1	2
Sign Technician 2	4
Sign Technician Entry	0.5
Social Service Assistant	1
Social Service Specialist 1	3
Social Service Specialist/Entry	1
Social Services Specialist 2	4
Social Work Manager 1	5
Social Work Manager 2	6
Social Work Manager 3	7
Staff Development Nurse	2
State Audit Manager	3
State Auditor 1	3
State Auditor 2	6
State Auditor 3	6
State Auditor 4	6
State Chief Information Officer	7
State Conciliator	7
State Economist	14
State Fair Representative	2
State Labor Relations Manager	5
State Library Specialist 1	1
State Library Specialist 2	3
State Procurement Analyst	6
State Veterinarian	10
Structural/Mechanical Inspector, Commercial &	0
Structural/Mechanical Inspector, Multi Discipline	0
Structural/Mechanical Inspector, Residential	0
Student Engineering Specialist	0
Student Human Service Worker	0
Student Office Worker	0
Student Professional/Technical Worker	0
Student/Professional Forester Worker	0
Supervising Accountant	1
Supervising Accounting Technician	3.5
Supervising Cook	3
Supervising Dentist A	3
Supervising Dentist B	3
Supervising Fish and Wildlife Biologist	6
Supervising Food Service Worker 1	2
Supervising Food Service Worker 2	3
Supervising Insurance Examiner	1
Supervising Physician	7
Supervising Registered Nurse	2
Supervisor Deputy State Fire Marshal	4
Supervisor Executive Assistant	4

Supervisor Livestock Brand Inspector	3
Supervisor Teacher Special Schools BA	0
Supervisor Teacher Special Schools MA	0
Supply Specialist 1	1
Supply Specialist 2	3
Support Services Supervisor 1	1
Support Services Supervisor 2	1
Support Services Supervisor 3	3
Supported Employment Worker	0
Tax Auditor 1	4
Tax Auditor 2	6
Tax Auditor/Entry	3
Teacher Special Schools BA	0
Teacher Special Schools MA	0
Teaching Assistant	0.5
Telecommunications and Dispatch (ODOT) Super	3
Telecommunications and Dispatch (ODOT) Super	4
Telecommunications OSP Manager 1	5
Telecommunications OSP Manager 2	6
Telecommunications OSP Manager 3	7
Test Coordinator	0.5
Traffic Survey Interviewer	0
Traffic Systems Technician 1	2
Traffic Systems Technician 2	4
Traffic Systems Technician 3	5
Training and Development Manager 1	5
Training and Development Manager 2	6
Training and Development Manager 3	7
Training and Development Supervisor 1	3
Training and Development Supervisor 2	4
Transportation Infrastructure Development & Pr	5
Transportation Infrastructure Development & Pr	7
Transportation Infrastructure Development & Pr	9
Transportation Infrastructure Development & Pr	5
Transportation Infrastructure Development & Pr	6
Transportation Infrastructure Development & Pr	7
Transportation Maintenance Coordinator	3
Transportation Maintenance Specialist 1	0.5
Transportation Maintenance Specialist 2	1
Transportation Maintenance Specialist Entry	0
Transportation Maintenance Supervisor	2
Transportation Operations and Maintenance Ad	5
Transportation Operations and Maintenance Ma	5
Transportation Operations and Maintenance Ma	6
Transportation Operations and Maintenance Ma	7
Transportation Operations and Maintenance Su	3
Transportation Operations and Maintenance Su	4

Transportation Operations Specialist	2
Transportation Services Office Leader	4
Transportation Services Representative 1	2
Transportation Services Representative 2	3
Transportation Telecommunications Specialist 1	2
Transportation Telecommunications Specialist 2	3
Transporter	0
Transporting Mental Health Aide	1
Treatment Services Manager 1	5
Treatment Services Manager 2	6
Treatment Services Manager 3	7
Treatment Services Supervisor 1	3
Treatment Services Supervisor 2	4
Truck Driver 1	0
Truck Driver 2	0
Utility And Energy Analyst 1	3
Utility And Energy Analyst 2	5
Utility And Energy Analyst 3	7
Vehicle Emission Technician 1	0
Vehicle Emission Technician 2	2
Veterans Service Officer	5
Veterans Service Officer Entry	3
Veterans Trust Officer	5
Video Producer	5
Vocational Rehabilitation Counselor	5
Vocational Rehabilitation Counselor Entry	4
Vocational Rehabilitation Specialist	4
Wage/Hour Compliance Specialist	2
Water Resource Data Technician 1	2
Water Resource Data Technician 2	3
WCB Administrative Law Judge	3
WCB Presiding Administrative Law Judge	3
Welder 1	1
Welder 2	2.5
Wildland Fire Dispatch Supervisor	4
Wildland Fire Dispatcher	2
Wildland Fire Dispatcher Entry	0
Wildland Fire Program ODF Manager 1	5
Wildland Fire Program ODF Manager 2	6
Wildland Fire Program ODF Manager 3	7
Wildland Fire Supervisor	5
Wildland Fire Suppression Specialist	2
Wildland Fire Suppression Specialist Entry	0
Word Processing Technician 1	0.5
Word Processing Technician 2	1
Word Processing Technician 3	2
Workers Compensation Board Member	3

Youth Corrections Unit Coordinator	2.5
Youth Facility Administrator 1	5
Youth Facility Manager 1	5
Youth Facility Manager 2	6
Youth Facility Manager 3	7
Youth Facility Supervisor 1	3