



Pierce County, Washington

TOTAL COMPENSATION STUDY

July 2019

Final Report

Table of Contents

Pierce County, WA – Total Compensation Study

Final Report

July 2019

Executive Summary	3
General Overview	3
Summary of Findings	3
Base Pay	3
Total Compensation	4
Information in this Report	4
Study Methodology	5
Data Sources – Benchmark Jobs	5
Data Sources - Peer Employers	9
Published Data Sources – Private Data	10
Data Adjustments	11
Aging Adjustments	11
Workweek Adjustments	12
Geographic Adjustments	12
Job Matching	13
Findings- Pay Ranges	14
Findings- Total Compensation	19
Findings- Pay Policies and Pay Increases	34
Salary Schedule Design	34
Pay Progression through Pay Ranges	34
Pay Range Adjustments Used	34
FY2017-FY2019 Base Pay Range Increases	34
Minimum Guaranteed Pay Increases for Promotions	35
Minimum Guaranteed Pay Increases for Reclassification to a Higher Grade	35
Vacancy Requirement before a Promotion Can be Recommended	35
Automatic Pay Increase or Incentive Upon Achievement of Certain Milestones	35
HR Policies –Can Pay Be Set Above the Pay Range Minimum at Time of Hire	35
Findings- Supplemental Pay	36
Findings- Paid Leave	39
Vacation Carry Over and Cash Out	39
Sick Leave Carry Over and Cash-Out	39

Sick Days, Holidays, Personal/Floating/Administrative Leave Days	40
Total Paid Leave	41
Total Vacation Accrued	42
Findings- Health Benefits.....	43
Health-Related Benefits	43
Total Health Benefit Costs	44
Findings- Retirement.....	46
Defined Benefit Plans	47
Defined Contribution Plans	47
Deferred Compensation Plans.....	47
Conclusions	48
Appendix A – Total Rewards Survey Document.....	A1
Appendix B - Detailed Market Data.....	B1
Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits....	C1

Executive Summary

General Overview

Pierce County engaged Segal Waters Consulting to:

- Evaluate the pay range competitiveness for one hundred and twelve (112) benchmark positions within their organization.
- Determine the competitiveness of Pierce County’s pay practices, health, and retirement benefit offerings.

To gather this information, Segal Waters, in consultation with Pierce County’s Human Resources team, developed a customized survey instrument that was distributed to eleven (11) employers found to be representative of its competitive labor market. Data was acquired from all peers and is reflective of the market as of December 1, 2018.

Summary of Findings

Base Pay

Segal Waters found Pierce County is market competitive when comparing their pay ranges to the average midpoint and maximum and above market when comparing their pay ranges to the average minimum (as shown in **Table 1**).

**TABLE 1
PIERCE COUNTY, WA
MARKET POSITION BY MARKET SECTOR – PAY ONLY**

	Pierce County’s Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall	107%	105%	103%

Segal defines market competitiveness as being between 95% and 105% of the market average. Market comparisons that fall within this competitive corridor are noted in black, below 95% are noted in red, and above 105% are noted in blue.

Out of Pierce County’s one hundred and twelve (112) benchmark titles, eighty-nine (89) have sufficient market data to report out findings. There was some variation in market competitiveness at the midpoint of the pay range from job title to job title.

- 8 benchmark titles (10%) were **below market** at the pay range midpoint
- 34 benchmark titles (38%) were **market competitive** at the pay range midpoint
- 47 benchmark titles (52%) were **above market** at the pay range midpoint

Note: Twenty-three (23) benchmark titles had fewer than five (5) market matches and were excluded from overall calculations.

Total Compensation

On a total compensation basis, taking into consideration base pay, employer health benefit costs, and retirement plan contributions, Pierce County’s market position relative to base pay rises slightly from 104% to **106%**, as shown below in **Table 2**.

Overall, a total compensation analysis indicates:

- 7 benchmark titles (9%) are below market (less than 95% at the midpoint)
- 29 benchmark (33%) titles are at market (between 95% and 105% at the midpoint)
- 53 benchmark titles (58%) are above market (above 105% at the midpoint)

TABLE 2
PIERCE COUNTY’S TOTAL COMPENSATION MARKET COMPETITIVENESS

	Base Pay (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit, Defined Contribution, Deferred Compensation, & Social Security)	
Overall Average	105%	115%	105%	106%

Figures shown in **red** are below market (less than 95% of the market average)
 Figures shown in **black** within the market range (95% to 105% of the market average)
 Figures shown in **blue** are above market (more than 105% of the market average)

Information in this Report

This report covers one hundred and twelve (112) benchmark titles.

Appendix A –Total Rewards Survey Document shows the survey distributed to peers, along with the job summaries used by peers to match benchmark positions.

Appendix B - Detailed Market Data shows the detailed market data for each benchmark title, sorted in alphabetical order by job grouping.

Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits contains data relating to pay policies, pay practices, health, and retirement benefit questions included in the survey.

Study Methodology

Data Sources – Benchmark Jobs

Since it is not reasonable to expect a survey participant to match hundreds of job titles in a market survey process, Segal Waters, in consultation with Pierce County’s Human Resources team, identified a representative group of job titles to be included in the survey document. The one hundred and twelve (112) benchmark titles selected are shown in **Table 3** sorted alphabetically by job family group.¹

**TABLE 3
LIST OF BENCHMARK JOB TITLES BY JOB FAMILY GROUP**

Administrative Support	
<ul style="list-style-type: none"> • Accounting Assistant 2 • Accounts Payable Supervisor • Community Program Educator 1 • Council Administrative 2 • Elections Specialist • Executive Assistant • Judicial Assistant for Superior Court 	<ul style="list-style-type: none"> • Law Librarian • Legal Assistant 2 • Legal Processing Assistant 2 - District Court • Office Assistant 2 • Paralegal 2 • Permit and Development Counter Technician • Recording and Licensing Technician 2
Council	
<ul style="list-style-type: none"> • Council Research 2 	
Engineering & Related Fields	
<ul style="list-style-type: none"> • Engineering Technician 3 	<ul style="list-style-type: none"> • Water Quality Specialist 3
Executive/Management	
<ul style="list-style-type: none"> • Parks and Recreation Manager 	
Finance	
<ul style="list-style-type: none"> • Grant Accountant 1 • Internal Auditor 2 	<ul style="list-style-type: none"> • Payroll Specialist
Health Care Services	
<ul style="list-style-type: none"> • Registered Nurse Case Manager 	
Information Technology	
<ul style="list-style-type: none"> • GIS Cartographer 2 • GIS Specialist 	<ul style="list-style-type: none"> • IT Technician

¹ Twenty-three (23) benchmark jobs had insufficient market data (fewer than five market job matches) to be included in the analysis, denoted in **bold** below.

TABLE 3
LIST OF BENCHMARK JOB TITLES BY JOB FAMILY GROUP

Maintenance and Operations	
<ul style="list-style-type: none"> • Equipment Technician • Facilities Maintenance Mechanic • Gardener 1 • Heavy Equipment Operator • Maintenance Technician • Maintenance Worker • Parks Maintenance Technician 1 	<ul style="list-style-type: none"> • Traffic Sign Technician • Traffic Signal Technician 2 • Wastewater Maintenance Specialist - Mechanical • Wastewater Maintenance Technician • Wastewater Treatment Plant Operator 3 • Wastewater Treatment Plant Pretreatment Technician
Officials and Administrators	
<ul style="list-style-type: none"> • Assistant Director of Information Technology • Bureau Chief • Chief Operating Officer • Construction Project Manager 3 • County Engineer • Deputy Director of Finance • Director of Communications • Director of Facilities Management • Director of Human Resources 	<ul style="list-style-type: none"> • Director of Human Services • Director of Parks and Recreation • Director of Planning and Public Works • District Court Administrator • IT Manager - Infrastructure and Operations • Juvenile Court Manager of Detention and Facilities • Procurement and General Services Manager • Risk Manager • Superior Court Administrator
Parks and Recreation	
<ul style="list-style-type: none"> • Recreation Supervisor 	
Planning and Economic Development	
<ul style="list-style-type: none"> • Environmental Biologist 2 • Fire Inspector • Planner 3 	<ul style="list-style-type: none"> • Plans Examiner 2 • Right-of-Way Agent 2
Professionals	
<ul style="list-style-type: none"> • Accountant 2 • Administrative Assistant • Administrative Program Manager 1 • Adult Probation Officer 2 • Benefits Specialist • Budget Analyst • Budget and Fiscal Manager • Buyer, Senior • Civil Engineer 2 	<ul style="list-style-type: none"> • Classification and Compensation Manager • Clerk to the Council • Communications Specialist • Contracts Coordinator • Council Senior Legislative Analyst • County Attorney 2 • Crime Victim Advocate 1 • GIS Programmer/Engineer 2 • Human Resource Analyst

TABLE 3
LIST OF BENCHMARK JOB TITLES BY JOB FAMILY GROUP

Professionals Continued	
<ul style="list-style-type: none"> • IT Software Engineer 2 • IT Systems Engineer 2 	<ul style="list-style-type: none"> • Labor Relations Analyst 2 • Planning Manager
Program Series	
<ul style="list-style-type: none"> • Economic Development Specialist • Emergency Management Coordinator 1 	<ul style="list-style-type: none"> • Social Service Program Specialist 2
Protective Service Workers	
<ul style="list-style-type: none"> • Animal Control Officer 	
Public Safety	
<ul style="list-style-type: none"> • Community Service Officer • Deputy Fire Marshal • Forensic Investigator • Juvenile Detention Officer 2 	<ul style="list-style-type: none"> • Juvenile Probation Counselor 2 • Medicolegal Death Investigator • Pre-Trial Services Case Coordinator 2 • Property Room Officer
Service-Maintenance	
<ul style="list-style-type: none"> • Custodian 1 	<ul style="list-style-type: none"> • Planning and Public Works Maintenance Supervisor
Skilled Craft Workers	
<ul style="list-style-type: none"> • Wastewater Operations Manager 	
Social Services	
<ul style="list-style-type: none"> • Family Educator 2 	<ul style="list-style-type: none"> • Victim Services Specialist
Technicians	
<ul style="list-style-type: none"> • Appraiser 1 • Appraiser 3 • Asset Management Specialist 3 • Building Inspector • Case Manager • Code Enforcement Officer 	<ul style="list-style-type: none"> • Computer Systems Business Analyst 2 - JT • Correctional Technician • Court Reporter • Crime Research Analyst • Department Computer Support Specialist 2

This specific group of job titles were chosen as benchmarks as Segal Waters and Pierce County found them to be statistically representative of Pierce County's workforce. Key organizational characteristics considered for representation purposes include:

- Eligibility for overtime and exempted from overtime status
- Department representation within the County
- Pay schedule allocation within the County
- Bargaining unit representation within the County, and
- Job Family representation

Segal Waters also took into consideration the likelihood of obtaining matches from peer employers when making recommendations, jobs that have experienced recruitment and/or retention issues, as well as jobs that are market sensitive.

The one hundred and twelve (112) classification titles selected encompass approximately 54%² of the total workforce. It should be noted that when selecting job titles, part of Segal's review was to include jobs that were likely to have comparable matches by the employers selected to participate in the survey. Consideration was also made to select benchmarks with identifiable relationships, as the market data collected for the one hundred and twelve (112) benchmark jobs will be mapped to non-benchmark jobs so that market data can be applied to all other positions with the organization.

Mapping of non-benchmark jobs is completed by identifying job family relationships and/or key characteristics that are similar between benchmark and non-benchmark jobs. Characteristics include levels of education and experience required, management responsibilities, ability to make decisions independently and impact of decisions, working conditions, communication and interactions required by the job, depth of knowledge required, and fiscal responsibilities. During the job analysis phase of the project, jobs are reviewed for these characteristics and jobs with similar characteristics are then grouped together; market data received on jobs can then be applied to the other non-benchmark jobs that are in comparable groupings.

² The percentage of total workforce value is based upon the 10.03.18 payroll roster provided by the client, which included a total of two thousand two hundred and ninety seven (2,297) incumbents.

Data Sources - Peer Employers

Segal Waters, in conjunction with Pierce County’s Human Resources Department, identified the following eleven (11) peer employers, shown in **Table 4**, as representative of Pierce County’s local competitive labor market. Factors that used to select organizations for survey purposes include the following:

- Competition for employees;
- Geographic proximity;
- Commonality of positions; and
- Nature of services provided.

Nine (9) peers participated in the survey (shown **bolded** above), submitting both pay and benefits data. Segal completed the pay and benefits portion of the survey on behalf of two (2) peers (shown unbolded above) using pay plans, job descriptions, and other relevant pay practices information located online on peer’s websites. These peers were sent the Segal completed survey and reviewed it for accuracy, answering any outstanding questions.

TABLE 4
LIST OF PEER EMPLOYERS

➤ City of Seattle, WA	➤ Snohomish County, WA
➤ City of Tacoma, WA	➤ Spokane County, WA
➤ Clark County, WA	➤ State of Washington
➤ King County, WA	➤ Thurston County, WA
➤ Kitsap County, WA	➤ Washington County, OR
➤ Multnomah County, OR	

Published Data Sources – Private Data

In addition to the data gathered via the custom survey Segal Waters referenced three (3) published data sources to reflect private sector and industry specific pay levels. The sources are:

CompAnalyst – IBM Kenexa

CompAnalyst Market Data is the world's largest compensation database with 600 million data points and growing. CompAnalyst data is collected from hundreds of professionally conducted surveys run by corporate HR departments every year. The geographic cut used was Tacoma, Washington, and the data was effective as of December 1, 2018.

Economic Research Institute (ERI)

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. The database is updated quarterly and provides salary information for nearly any geographic area in the United States. The information in this database reflects base salaries at the 10th percentile, survey median, and 90th percentile. The geographic cut used was Tacoma, Washington, and the data was effective as of December 1, 2018.

Milliman Salary Surveys

Milliman is one of the world's largest independent actuarial and consulting firms. Utilizing proprietary salary survey software, Milliman conducts a number of custom and regional surveys each year. Segal Waters referenced four (4) Milliman surveys for inclusion in the study:

1. 2018 NW Management & Professional Salary Survey – *Effective 05/01/18*
2. 2018 Northwest Technology Survey – *Effective 06/01/18*
3. 2018 Puget Sound Area Compensation Survey – *Effective 04/01/18*
4. 2018 Washington Public Employers Salary Survey – *Effective 02/01/18*

The four (4) Milliman salary surveys were aged separately due to their varying survey effective dates but combined as one source in the **Appendix B - Detailed Market Data** report.

Data Adjustments

Aging Adjustments

All data was aged to the effective date of the study, December 1, 2018, as shown in **Table 5** below.

**TABLE 5
DATA AGING ADJUSTMENTS³**

Data Source	Effective Date of Data Source	Aging Adjustment
CompAnalyst – IBM Kenexa	December 1, 2018	0.00%
Economic Research Institute (ERI)	October 1, 2018	+0.33%
Milliman - NW Management and Professional Survey	May 1, 2018	+1.17%
Milliman - NW Technology Survey	June 1, 2018	+1.00%
Milliman - Puget Sound Regional Survey	April 1, 2018	+1.33%
Milliman - WA Public Employers Survey	February 1, 2018	+1.67%

³ Aging adjustments are based on the number of months between the survey effective date and December 1, 2018, the effective date of the market study, and WorldatWork projections for pay structure adjustments. The number of months is divided by 12 and multiplied by the annual WorldatWork actual 2018 2.0% pay structure adjustment.

Workweek Adjustments

There were some differences in reported workweeks for the peer employers, as shown below in **Table 6**. Segal Waters typically adjust non-exempt positions based on the reported pay ranges to be consistent with the client’s standard workweek for employees.

**TABLE 6
WORKWEEK ADJUSTMENTS**

Peer Employer	Workweek Hours Reported for Non-Exempt Positions	Workweek Adjustment
City of Seattle, WA	40	0.0%
City of Tacoma, WA	40	0.0%
Clark County, WA	40	0.0%
King County, WA	40	0.0%
Kitsap County, WA	40	0.0%
Multnomah County, OR	40	0.0%
Snohomish County, WA	40	0.0%
Spokane County, WA	37.5 40	6.67% 0.0%
State of Washington	40	0.0%
Thurston County, WA	40	0.0%
Washington County, OR	40 56.2	0.0% -28.8%

Geographic Adjustments

To adjust for geographic differences in the cost-of-labor between Pierce County, WA and peer locations, Segal used the cost-of-labor differentials report by the Economic Research Institute (ERI) for each peer location.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in Tacoma, Washington may differ from the cost of housing in another peer location by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments applied are shown in alphabetical order by peer employer in **Table 7**. A **negative** adjustment means that the cost-of-labor in a comparator location is higher than in Tacoma, Washington. For example, the cost of labor in Seattle, Washington is higher than in Tacoma, Washington shown as -5.7%. Conversely, a **positive** adjustment means that the cost-of-

labor in a comparator location is lower than in Tacoma, Washington. For example, the cost of labor in Vancouver, WA is lower than in the Tacoma, Washington. shown as an adjustment of 2.8%.

**TABLE 7
GEOGRAPHIC ADJUSTMENTS**

Peer Employer	Comparator Location ⁴	Geographic Adjustment ⁵
City of Seattle, WA	Seattle, Washington	-5.7%
City of Tacoma, WA	Tacoma, Washington	0.0%
Clark County, WA	Vancouver, Washington	2.8%
King County, WA	Seattle, Washington	-5.7%
Kitsap County, WA	Port Orchard, Washington	-0.5%
Multnomah County, OR	Portland, Oregon	3.1%
Snohomish County, WA	Everett, Washington	-5.5%
Spokane County, WA	Spokane, Washington	9.5%
State of Washington	Washington - State Average	0.7%
Thurston County, WA	Olympia, Washington	6.2%
Washington County, OR	Hillsboro, Oregon	2.9%

Job Matching

Segal asked peer employers to provide pay information for jobs that are comparable to Pierce County’s benchmark titles. The survey document provided job summaries to assist with job matching. Job summaries are available in **Appendix A – Total Rewards Survey Document**. Segal reviewed the survey responses for reasonability and – in some cases – asked for validating information (such as classification listings, job descriptions, and pay data) for other potential job matches.

⁴ County seats were used to pull ERI Factors for all Counties shown.

⁵ Geographic Adjustment values were calculated using Pierce County’s ERI Factor as the constant and the annualized average pay rate for full-time positions (\$81,424) as the comparison salary level.

Findings- Pay Ranges

Pierce County is market competitive when comparing their pay structure to the market average minimum, midpoint, and maximum (as shown in **Table 8**).

Segal defines market competitiveness as being between 95% and 105% of the market average. Market comparisons that fall within this competitive corridor are noted in black, below 95% are noted in red, and above 105% are noted in blue.

TABLE 8
PIERCE COUNTY’S MARKET POSITION – BASE PAY ONLY

	Pierce County’s Pay Range Minimum to Average Market Min.	Pierce County’s Pay Range Midpoint to Average Market Midpoint	Pierce County’s Pay Range Maximum to Average Market Max.
Overall Average	107%	105%	103%

Figures shown in red are below market (less than 95% of the market average)
 Figures shown in black within the market range (95% to 105% of the market average)
 Figures shown in blue are above market (more than 105% of the market average)

Out of Pierce County’s one hundred and twelve (112) benchmark titles, eighty-nine (89) have sufficient market data to report out findings. There was some variation in market competitiveness at the midpoint of the pay range from job title to job title.

- 8 benchmark titles (10%) were below market at the pay range midpoint
- 34 benchmark titles (38%) were market competitive at the pay range midpoint
- 47 benchmark titles (52%) were above market at the pay range midpoint

Note: Twenty-three (23) benchmark titles had fewer than five (5) market matches and were excluded from overall calculations.

The market position of each individual benchmark title can be found in **Table 9** below.

TABLE 9
PIERCE COUNTY'S MARKET POSITION BY JOB FAMILY GROUP – BASE PAY ONLY

Benchmark Title	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Administrative Support				
Accounting Assistant 2	12	116%	113%	110%
Accounts Payable Supervisor	7	113%	108%	102%
Community Program Educator 1	6	85%	85%	85%
Council Administrative 2	0	<i>Insufficient Data</i>		
Elections Specialist	3	<i>Insufficient Data</i>		
Executive Assistant	9	124%	121%	116%
Judicial Assistant for Superior Court	3	<i>Insufficient Data</i>		
Law Librarian	4	<i>Insufficient Data</i>		
Legal Assistant 2	10	100%	95%	89%
Legal Processing Assistant 2 - District Court	7	102%	104%	107%
Office Assistant 2	14	120%	115%	112%
Paralegal 2	12	113%	108%	103%
Permit and Development Counter Technician	7	106%	107%	108%
Recording and Licensing Technician 2	4	<i>Insufficient Data</i>		
Administrative Support Average		109%	106%	104%
Council				
Council Research 2	2	<i>Insufficient Data</i>		
Council Average		NA	NA	NA
Engineering & Related Fields				
Engineering Technician 3	12	117%	110%	108%
Water Quality Specialist 3	4	<i>Insufficient Data</i>		
Engineering & Related Fields Average		117%	110%	108%
Executive/Management				
Parks and Recreation Manager	4	<i>Insufficient Data</i>		
Executive/Management Average		NA	NA	NA
Finance				
Grant Accountant 1	3	<i>Insufficient Data</i>		
Internal Auditor 2	7	115%	115%	113%
Payroll Specialist	10	113%	110%	107%
Finance Average		114%	112%	110%
Health Care Services				
Registered Nurse Case Manager	7	98%	97%	92%
Health Care Services Average		98%	97%	92%
Information Technology				
GIS Cartographer 2	8	89%	87%	87%
GIS Specialist	8	124%	120%	113%
IT Technician	10	112%	108%	106%
Information Technology Average		107%	104%	101%

TABLE 9
PIERCE COUNTY'S MARKET POSITION BY JOB FAMILY GROUP – BASE PAY ONLY

Benchmark Title	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Maintenance and Operations				
Equipment Technician	12	132%	116%	103%
Facilities Maintenance Mechanic	10	135%	119%	106%
Gardener 1	8	106%	112%	115%
Heavy Equipment Operator	12	131%	111%	99%
Maintenance Technician	9	140%	108%	99%
Maintenance Worker	11	127%	107%	97%
Parks Maintenance Technician 1	9	106%	103%	104%
Traffic Sign Technician	5	132%	120%	110%
Traffic Signal Technician 2	7	104%	103%	102%
Wastewater Maintenance Specialist - Mechanical	6	116%	118%	119%
Wastewater Maintenance Technician	7	103%	98%	96%
Wastewater Treatment Plant Operator 3	7	108%	107%	104%
Wastewater Treatment Plant Pretreatment Technician	1	<i>Insufficient Data</i>		
Maintenance and Operations Average		120%	110%	104%
Officials and Administrators				
Assistant Director of Information Technology	6	104%	103%	102%
Bureau Chief	5	94%	97%	99%
Chief Operating Officer	7	125%	107%	93%
Construction Project Manager 3	8	101%	98%	95%
County Engineer	9	101%	99%	96%
Deputy Director of Finance	7	95%	93%	91%
Director of Communications	5	95%	99%	98%
Director of Facilities Management	7	106%	106%	105%
Director of Human Resources	11	99%	98%	96%
Director of Human Services	7	99%	95%	93%
Director of Parks and Recreation	5	97%	95%	93%
Director of Planning and Public Works	8	121%	124%	126%
District Court Administrator	6	118%	118%	117%
IT Manager - Infrastructure and Operations	11	116%	113%	110%
Juvenile Court Manager of Detention and Facilities	5	113%	109%	105%
Procurement and General Services Manager	7	107%	107%	104%
Risk Manager	9	107%	104%	102%
Superior Court Administrator	5	118%	116%	115%
Officials and Administrators Average		106%	104%	102%
Parks and Recreation				
Recreation Supervisor	6	114%	112%	109%
Parks and Recreation Average		114%	112%	109%

**TABLE 9
PIERCE COUNTY'S MARKET POSITION BY JOB FAMILY GROUP – BASE PAY ONLY**

Benchmark Title	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Planning and Economic Development				
Environmental Biologist 2	4	<i>Insufficient Data</i>		
Fire Inspector	7	94%	96%	98%
Planner 3	10	99%	101%	105%
Plans Examiner 2	8	95%	95%	99%
Right-of-Way Agent 2	9	105%	108%	113%
Planning and Economic Development Average		98%	100%	104%
Professionals				
Accountant 2	14	122%	120%	119%
Administrative Assistant	13	115%	111%	108%
Administrative Program Manager 1	12	108%	103%	97%
Adult Probation Officer 2	7	104%	104%	104%
Benefits Specialist	11	119%	112%	108%
Budget Analyst	7	110%	108%	106%
Budget and Fiscal Manager	6	97%	91%	85%
Buyer, Senior	11	98%	96%	92%
Civil Engineer 2	13	110%	109%	107%
Classification and Compensation Manager	7	92%	88%	84%
Clerk to the Council	7	124%	128%	132%
Communications Specialist	10	119%	115%	111%
Contracts Coordinator	5	103%	104%	105%
Council Senior Legislative Analyst	3	<i>Insufficient Data</i>		
County Attorney 2	8	90%	91%	92%
Crime Victim Advocate 1	7	127%	128%	129%
GIS Programmer/Engineer 2	6	98%	104%	108%
Human Resource Analyst	14	110%	108%	104%
IT Software Engineer 2	10	96%	101%	102%
IT Systems Engineer 2	12	99%	103%	104%
Labor Relations Analyst 2	6	101%	99%	95%
Planning Manager	7	105%	96%	98%
Professionals Average		105%	104%	102%
Program Series				
Economic Development Specialist	3	<i>Insufficient Data</i>		
Emergency Management Coordinator 1	6	94%	95%	96%
Social Service Program Specialist 2	4	<i>Insufficient Data</i>		
Program Series Average		94%	95%	96%
Protective Service Workers				
Animal Control Officer	8	106%	107%	108%
Protective Service Workers Average		106%	107%	108%

**TABLE 9
PIERCE COUNTY'S MARKET POSITION BY JOB FAMILY GROUP – BASE PAY ONLY**

Benchmark Title	Match Count	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Public Safety				
Community Service Officer	0	<i>Insufficient Data</i>		
Deputy Fire Marshal	4	<i>Insufficient Data</i>		
Forensic Investigator	6	103%	101%	103%
Juvenile Detention Officer 2	7	114%	112%	110%
Juvenile Probation Counselor 2	11	107%	109%	105%
Medicolegal Death Investigator	4	<i>Insufficient Data</i>		
Pre-Trial Services Case Coordinator 2	2	<i>Insufficient Data</i>		
Property Room Officer	5	101%	100%	102%
Public Safety Average		106%	105%	105%
Service-Maintenance				
Custodian 1	8	125%	123%	119%
Planning and Public Works Maintenance Supervisor	5	102%	105%	108%
Service-Maintenance Average		109%	111%	112%
Skilled Craft Workers				
Wastewater Operations Manager	6	94%	91%	89%
Skilled Craft Workers Average		94%	91%	89%
Social Services				
Family Educator 2	3	<i>Insufficient Data</i>		
Victim Services Specialist	0	<i>Insufficient Data</i>		
Social Services Average		NA	NA	NA
Technicians				
Appraiser 1	9	115%	112%	108%
Appraiser 3	9	102%	96%	92%
Asset Management Specialist 3	0	<i>Insufficient Data</i>		
Building Inspector	13	111%	107%	103%
Case Manager	8	118%	111%	103%
Code Enforcement Officer	9	106%	104%	106%
Computer Systems Business Analyst 2 - JT	10	95%	97%	96%
Correctional Technician	1	<i>Insufficient Data</i>		
Court Reporter	3	<i>Insufficient Data</i>		
Crime Research Analyst	5	87%	85%	86%
Department Computer Support Specialist 2	11	132%	133%	131%
Technicians Average		107%	104%	102%

Findings- Total Compensation

To provide a total compensation comparison, Segal used the following annual costs:

- Annual pay range midpoint
- The weighted average annual health plan annual employer costs, including medical (PPO), dental, prescription and vision benefits – calculated using the employee distribution by tier of coverage in the most populous PPO plan
- Retirement plan employer contributions, including defined benefit (normal cost only), deferred compensation, defined benefit plans, and social security contributions by specific employee group

Compared with the base pay-only analysis, Pierce County’s market position improves slightly when considering total compensation, as shown in **Table 10**.

TABLE 10
PIERCE COUNTY’S MARKET POSITION – PAY ONLY VS. TOTAL COMPENSATION

	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Pay Only	107%	105%	103%
Total Compensation	109%	106%	104%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

Total compensation findings for individual benchmark job titles can be seen in **Table 11** below.

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Administrative Support				
Accounting Assistant 2				
Pierce County, WA	\$54,288	\$18,940	\$11,118	\$84,346
Overall Comparator Average	\$48,205	\$16,455	\$9,863	\$74,523
Pierce as a % of Market Average	113%	115%	113%	113%
Accounts Payable Supervisor				
Pierce County, WA	\$73,954	\$18,940	\$15,146	\$108,040
Overall Comparator Average	\$68,566	\$16,455	\$14,029	\$99,050
Pierce as a % of Market Average	108%	115%	108%	109%
Community Program Educator 1				
Pierce County, WA	\$54,288	\$18,940	\$11,118	\$84,346
Overall Comparator Average	\$63,788	\$16,455	\$13,052	\$93,295
Pierce as a % of Market Average	85%	115%	85%	90%
Council Administrative 2				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Elections Specialist				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Executive Assistant				
Pierce County, WA	\$97,945	\$18,940	\$20,059	\$136,944
Overall Comparator Average	\$80,673	\$16,455	\$16,506	\$113,634
Pierce as a % of Market Average	121%	115%	122%	121%
Judicial Assistant for Superior Court				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Law Librarian				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Administrative Support Continued				
Legal Assistant 2				
Pierce County, WA	\$49,803	\$18,940	\$10,200	\$78,942
Overall Comparator Average	\$52,427	\$16,455	\$10,727	\$79,609
Pierce as a % of Market Average	95%	115%	95%	99%
Legal Processing Assistant 2 - District Court				
Pierce County, WA	\$52,046	\$18,940	\$10,659	\$81,644
Overall Comparator Average	\$49,859	\$16,455	\$10,202	\$76,515
Pierce as a % of Market Average	104%	115%	104%	107%
Office Assistant 2				
Pierce County, WA	\$50,513	\$18,940	\$10,345	\$79,797
Overall Comparator Average	\$44,031	\$16,455	\$9,009	\$69,495
Pierce as a % of Market Average	115%	115%	115%	115%
Paralegal 2				
Pierce County, WA	\$62,078	\$18,940	\$12,713	\$93,731
Overall Comparator Average	\$57,394	\$16,455	\$11,743	\$85,592
Pierce as a % of Market Average	108%	115%	108%	110%
Permit and Development Counter Technician				
Pierce County, WA	\$58,188	\$18,940	\$11,917	\$89,045
Overall Comparator Average	\$54,557	\$16,455	\$11,163	\$82,175
Pierce as a % of Market Average	107%	115%	107%	108%
Recording and Licensing Technician 2				
Pierce County, WA	Insufficient Data			
Overall Comparator Average				
Pierce as a % of Market Average				
Council				
Council Research 2				
Pierce County, WA	Insufficient Data			
Overall Comparator Average				
Pierce as a % of Market Average				
Engineering & Related Fields				
Engineering Technician 3				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$71,543	\$16,455	\$14,638	\$102,636
Pierce as a % of Market Average	110%	115%	110%	111%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Engineering & Related Fields Continued				
Water Quality Specialist 3				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Executive/Management				
Parks and Recreation Manager				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Finance				
Grant Accountant 1				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Internal Auditor 2				
Pierce County, WA	\$88,806	\$18,940	\$18,187	\$125,933
Overall Comparator Average	\$77,519	\$16,455	\$15,861	\$109,835
Pierce as a % of Market Average	115%	115%	115%	115%
Payroll Specialist				
Pierce County, WA	\$65,333	\$18,940	\$13,380	\$97,652
Overall Comparator Average	\$59,569	\$16,455	\$12,188	\$88,212
Pierce as a % of Market Average	110%	115%	110%	111%
Health Care Services				
Registered Nurse Case Manager				
Pierce County, WA	\$71,243	\$18,940	\$14,591	\$104,774
Overall Comparator Average	\$73,768	\$16,455	\$15,094	\$105,317
Pierce as a % of Market Average	97%	115%	97%	99%
Information Technology				
GIS Cartographer 2				
Pierce County, WA	\$65,333	\$18,940	\$13,380	\$97,653
Overall Comparator Average	\$75,128	\$16,455	\$15,372	\$106,955
Pierce as a % of Market Average	87%	115%	87%	91%
GIS Specialist				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$65,441	\$16,455	\$13,390	\$95,286
Pierce as a % of Market Average	120%	115%	120%	119%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Information Technology <i>Continued</i>				
IT Technician				
<i>Pierce County, WA</i>	\$65,333	\$18,940	\$13,380	\$97,653
<i>Overall Comparator Average</i>	\$60,392	\$16,455	\$12,357	\$89,203
<i>Pierce as a % of Market Average</i>	108%	115%	108%	109%
Maintenance and Operations				
Equipment Technician				
<i>Pierce County, WA</i>	\$72,134	\$18,940	\$14,773	\$105,847
<i>Overall Comparator Average</i>	\$62,064	\$16,455	\$12,699	\$91,218
<i>Pierce as a % of Market Average</i>	116%	115%	116%	116%
Facilities Maintenance Mechanic				
<i>Pierce County, WA</i>	\$74,942	\$18,940	\$15,348	\$109,230
<i>Overall Comparator Average</i>	\$62,868	\$16,455	\$12,863	\$92,186
<i>Pierce as a % of Market Average</i>	119%	115%	119%	118%
Gardener 1				
<i>Pierce County, WA</i>	\$50,326	\$18,940	\$10,307	\$79,572
<i>Overall Comparator Average</i>	\$44,975	\$16,455	\$9,202	\$70,632
<i>Pierce as a % of Market Average</i>	112%	115%	112%	113%
Heavy Equipment Operator				
<i>Pierce County, WA</i>	\$70,782	\$18,940	\$14,496	\$104,218
<i>Overall Comparator Average</i>	\$63,786	\$16,455	\$13,051	\$93,292
<i>Pierce as a % of Market Average</i>	111%	115%	111%	112%
Maintenance Technician				
<i>Pierce County, WA</i>	\$62,899	\$18,940	\$12,882	\$94,721
<i>Overall Comparator Average</i>	\$58,469	\$16,455	\$11,963	\$86,888
<i>Pierce as a % of Market Average</i>	108%	115%	108%	109%
Maintenance Worker				
<i>Pierce County, WA</i>	\$56,368	\$18,940	\$11,544	\$86,852
<i>Overall Comparator Average</i>	\$52,867	\$16,455	\$10,817	\$80,139
<i>Pierce as a % of Market Average</i>	107%	115%	107%	108%
Parks Maintenance Technician 1				
<i>Pierce County, WA</i>	\$54,059	\$18,940	\$11,071	\$84,070
<i>Overall Comparator Average</i>	\$52,483	\$16,455	\$10,738	\$79,676
<i>Pierce as a % of Market Average</i>	103%	115%	103%	106%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Maintenance and Operations <i>Continued</i>				
Traffic Sign Technician				
<i>Pierce County, WA</i>	\$62,899	\$18,940	\$12,882	\$94,721
<i>Overall Comparator Average</i>	\$52,531	\$16,455	\$10,748	\$79,734
<i>Pierce as a % of Market Average</i>	120%	115%	120%	119%
Traffic Signal Technician 2				
<i>Pierce County, WA</i>	\$76,242	\$18,940	\$15,614	\$110,796
<i>Overall Comparator Average</i>	\$74,299	\$16,455	\$15,202	\$105,956
<i>Pierce as a % of Market Average</i>	103%	115%	103%	105%
Wastewater Maintenance Specialist - Mechanical				
<i>Pierce County, WA</i>	\$77,147	\$18,940	\$15,800	\$111,887
<i>Overall Comparator Average</i>	\$65,524	\$16,455	\$13,407	\$95,386
<i>Pierce as a % of Market Average</i>	118%	115%	118%	117%
Wastewater Maintenance Technician				
<i>Pierce County, WA</i>	\$62,078	\$18,940	\$12,713	\$93,731
<i>Overall Comparator Average</i>	\$63,574	\$16,455	\$13,008	\$93,037
<i>Pierce as a % of Market Average</i>	98%	115%	98%	101%
Wastewater Treatment Plant Operator 3				
<i>Pierce County, WA</i>	\$76,409	\$18,940	\$15,649	\$110,997
<i>Overall Comparator Average</i>	\$71,287	\$16,455	\$14,586	\$102,327
<i>Pierce as a % of Market Average</i>	107%	115%	107%	108%
Wastewater Treatment Plant Pretreatment Technician				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Officials and Administrators				
Assistant Director of Information Technology				
<i>Pierce County, WA</i>	\$137,657	\$18,940	\$28,192	\$184,789
<i>Overall Comparator Average</i>	\$134,087	\$16,455	\$27,435	\$177,977
<i>Pierce as a % of Market Average</i>	103%	115%	103%	104%
Bureau Chief				
<i>Pierce County, WA</i>	\$134,778	\$18,940	\$27,603	\$181,320
<i>Overall Comparator Average</i>	\$139,098	\$16,455	\$28,461	\$184,014
<i>Pierce as a % of Market Average</i>	97%	115%	97%	99%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Officials and Administrators <i>Continued</i>				
Chief Operating Officer				
<i>Pierce County, WA</i>	\$176,790	\$18,940	\$36,207	\$231,936
<i>Overall Comparator Average</i>	\$165,744	\$16,455	\$33,913	\$216,112
<i>Pierce as a % of Market Average</i>	107%	115%	107%	107%
Construction Project Manager 3				
<i>Pierce County, WA</i>	\$94,454	\$18,940	\$19,344	\$132,738
<i>Overall Comparator Average</i>	\$96,067	\$16,455	\$19,656	\$132,178
<i>Pierce as a % of Market Average</i>	98%	115%	98%	100%
County Engineer				
<i>Pierce County, WA</i>	\$131,014	\$18,940	\$26,832	\$176,786
<i>Overall Comparator Average</i>	\$132,974	\$16,455	\$27,208	\$176,637
<i>Pierce as a % of Market Average</i>	99%	115%	99%	100%
Deputy Director of Finance				
<i>Pierce County, WA</i>	\$144,259	\$18,940	\$29,544	\$192,742
<i>Overall Comparator Average</i>	\$155,497	\$16,455	\$31,816	\$203,768
<i>Pierce as a % of Market Average</i>	93%	115%	93%	95%
Director of Communications				
<i>Pierce County, WA</i>	\$124,474	\$18,940	\$25,492	\$168,906
<i>Overall Comparator Average</i>	\$125,810	\$16,455	\$25,742	\$168,007
<i>Pierce as a % of Market Average</i>	99%	115%	99%	101%
Director of Facilities Management				
<i>Pierce County, WA</i>	\$137,657	\$18,940	\$28,192	\$184,789
<i>Overall Comparator Average</i>	\$129,798	\$16,455	\$26,558	\$172,811
<i>Pierce as a % of Market Average</i>	106%	115%	106%	107%
Director of Human Resources				
<i>Pierce County, WA</i>	\$144,259	\$18,940	\$29,544	\$192,742
<i>Overall Comparator Average</i>	\$147,580	\$16,455	\$30,196	\$194,231
<i>Pierce as a % of Market Average</i>	98%	115%	98%	99%
Director of Human Services				
<i>Pierce County, WA</i>	\$137,657	\$18,940	\$28,192	\$184,789
<i>Overall Comparator Average</i>	\$144,327	\$16,455	\$29,531	\$190,312
<i>Pierce as a % of Market Average</i>	95%	115%	95%	97%
Director of Parks and Recreation				
<i>Pierce County, WA</i>	\$131,014	\$18,940	\$26,832	\$176,786
<i>Overall Comparator Average</i>	\$137,764	\$16,455	\$28,188	\$182,407
<i>Pierce as a % of Market Average</i>	95%	115%	95%	97%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Officials and Administrators <i>Continued</i>				
Director of Planning and Public Works				
<i>Pierce County, WA</i>	\$173,560	\$18,940	\$35,545	\$228,045
<i>Overall Comparator Average</i>	\$140,405	\$16,455	\$28,728	\$185,588
<i>Pierce as a % of Market Average</i>	124%	115%	124%	123%
District Court Administrator				
<i>Pierce County, WA</i>	\$131,014	\$18,940	\$26,832	\$176,786
<i>Overall Comparator Average</i>	\$111,358	\$16,455	\$22,785	\$150,597
<i>Pierce as a % of Market Average</i>	118%	115%	118%	117%
IT Manager - Infrastructure and Operations				
<i>Pierce County, WA</i>	\$126,928	\$18,940	\$25,995	\$171,863
<i>Overall Comparator Average</i>	\$112,442	\$16,455	\$23,007	\$151,903
<i>Pierce as a % of Market Average</i>	113%	115%	113%	113%
Juvenile Court Manager of Detention and Facilities				
<i>Pierce County, WA</i>	\$106,634	\$18,940	\$21,839	\$147,412
<i>Overall Comparator Average</i>	\$98,274	\$16,455	\$20,108	\$134,837
<i>Pierce as a % of Market Average</i>	109%	115%	109%	109%
Procurement and General Services Manager				
<i>Pierce County, WA</i>	\$111,169	\$18,940	\$22,767	\$152,876
<i>Overall Comparator Average</i>	\$104,179	\$16,455	\$21,316	\$141,950
<i>Pierce as a % of Market Average</i>	107%	115%	107%	108%
Risk Manager				
<i>Pierce County, WA</i>	\$117,832	\$18,940	\$24,132	\$160,903
<i>Overall Comparator Average</i>	\$113,758	\$16,455	\$23,276	\$153,489
<i>Pierce as a % of Market Average</i>	104%	115%	104%	105%
Superior Court Administrator				
<i>Pierce County, WA</i>	\$131,014	\$18,940	\$26,832	\$176,786
<i>Overall Comparator Average</i>	\$112,563	\$16,455	\$23,031	\$152,049
<i>Pierce as a % of Market Average</i>	116%	115%	117%	116%
Parks and Recreation				
Recreation Supervisor				
<i>Pierce County, WA</i>	\$73,954	\$18,940	\$15,146	\$108,040
<i>Overall Comparator Average</i>	\$65,824	\$16,455	\$13,468	\$95,747
<i>Pierce as a % of Market Average</i>	112%	115%	112%	113%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Planning and Economic Development				
Environmental Biologist 2				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Fire Inspector				
Pierce County, WA	\$69,514	\$18,940	\$14,236	\$102,690
Overall Comparator Average	\$72,100	\$16,460	\$14,752	\$103,312
Pierce as a % of Market Average	96%	115%	97%	99%
Planner 3				
Pierce County, WA	\$88,806	\$18,940	\$18,187	\$125,933
Overall Comparator Average	\$87,696	\$16,455	\$17,943	\$122,094
Pierce as a % of Market Average	101%	115%	101%	103%
Plans Examiner 2				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$82,279	\$16,455	\$16,835	\$115,569
Pierce as a % of Market Average	95%	115%	96%	98%
Right-of-Way Agent 2				
Pierce County, WA	\$83,585	\$18,940	\$17,118	\$119,643
Overall Comparator Average	\$77,637	\$16,455	\$15,885	\$109,977
Pierce as a % of Market Average	108%	115%	108%	109%
Professionals				
Accountant 2				
Pierce County, WA	\$83,585	\$18,940	\$17,118	\$119,643
Overall Comparator Average	\$69,423	\$16,455	\$14,205	\$100,082
Pierce as a % of Market Average	120%	115%	121%	120%
Administrative Assistant				
Pierce County, WA	\$60,726	\$18,940	\$12,437	\$92,102
Overall Comparator Average	\$54,558	\$16,455	\$11,163	\$82,175
Pierce as a % of Market Average	111%	115%	111%	112%
Administrative Program Manager 1				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$76,506	\$16,455	\$15,654	\$108,615
Pierce as a % of Market Average	103%	115%	103%	105%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Professionals <i>Continued</i>				
Adult Probation Officer 2				
<i>Pierce County, WA</i>	\$73,850	\$18,940	\$15,125	\$107,915
<i>Overall Comparator Average</i>	\$70,810	\$16,455	\$14,488	\$101,753
<i>Pierce as a % of Market Average</i>	104%	115%	104%	106%
Benefits Specialist				
<i>Pierce County, WA</i>	\$69,514	\$18,940	\$14,236	\$102,690
<i>Overall Comparator Average</i>	\$61,890	\$16,455	\$12,663	\$91,008
<i>Pierce as a % of Market Average</i>	112%	115%	112%	113%
Budget Analyst				
<i>Pierce County, WA</i>	\$78,572	\$18,940	\$16,092	\$113,603
<i>Overall Comparator Average</i>	\$72,446	\$16,455	\$14,823	\$103,724
<i>Pierce as a % of Market Average</i>	108%	115%	109%	110%
Budget and Fiscal Manager				
<i>Pierce County, WA</i>	\$94,454	\$18,940	\$19,344	\$132,738
<i>Overall Comparator Average</i>	\$103,985	\$16,455	\$21,276	\$141,716
<i>Pierce as a % of Market Average</i>	91%	115%	91%	94%
Buyer, Senior				
<i>Pierce County, WA</i>	\$69,514	\$18,940	\$14,236	\$102,690
<i>Overall Comparator Average</i>	\$72,729	\$16,455	\$14,881	\$104,065
<i>Pierce as a % of Market Average</i>	96%	115%	96%	99%
Civil Engineer 2				
<i>Pierce County, WA</i>	\$93,818	\$18,940	\$19,214	\$131,972
<i>Overall Comparator Average</i>	\$85,947	\$16,455	\$17,586	\$119,987
<i>Pierce as a % of Market Average</i>	109%	115%	109%	110%
Classification and Compensation Manager				
<i>Pierce County, WA</i>	\$94,454	\$18,940	\$19,344	\$132,738
<i>Overall Comparator Average</i>	\$107,777	\$16,455	\$22,052	\$146,284
<i>Pierce as a % of Market Average</i>	88%	115%	88%	91%
Clerk to the Council				
<i>Pierce County, WA</i>	\$83,802	\$18,940	\$17,163	\$119,904
<i>Overall Comparator Average</i>	\$65,453	\$16,455	\$13,392	\$95,300
<i>Pierce as a % of Market Average</i>	128%	115%	128%	126%
Communications Specialist				
<i>Pierce County, WA</i>	\$83,566	\$18,940	\$17,114	\$119,620
<i>Overall Comparator Average</i>	\$72,633	\$16,455	\$14,861	\$103,949
<i>Pierce as a % of Market Average</i>	115%	115%	115%	115%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Professionals Continued				
Contracts Coordinator				
Pierce County, WA	\$69,514	\$18,940	\$14,236	\$102,690
Overall Comparator Average	\$66,636	\$16,455	\$13,634	\$96,726
Pierce as a % of Market Average	104%	115%	104%	106%
Council Senior Legislative Analyst				
Pierce County, WA	Insufficient Data			
Overall Comparator Average				
Pierce as a % of Market Average				
County Attorney 2				
Pierce County, WA	\$93,654	\$18,940	\$19,180	\$131,773
Overall Comparator Average	\$103,182	\$16,460	\$21,112	\$140,753
Pierce as a % of Market Average	91%	115%	91%	94%
Crime Victim Advocate 1				
Pierce County, WA	\$60,824	\$18,940	\$12,457	\$92,221
Overall Comparator Average	\$47,444	\$16,455	\$9,708	\$73,607
Pierce as a % of Market Average	128%	115%	128%	125%
GIS Programmer/Engineer 2				
Pierce County, WA	\$89,831	\$18,940	\$18,397	\$127,169
Overall Comparator Average	\$86,473	\$16,455	\$17,693	\$120,621
Pierce as a % of Market Average	104%	115%	104%	105%
Human Resource Analyst				
Pierce County, WA	\$78,579	\$18,940	\$16,093	\$113,612
Overall Comparator Average	\$72,937	\$16,455	\$14,924	\$104,315
Pierce as a % of Market Average	108%	115%	108%	109%
IT Software Engineer 2				
Pierce County, WA	\$89,831	\$18,940	\$18,397	\$127,169
Overall Comparator Average	\$89,102	\$16,455	\$18,231	\$123,788
Pierce as a % of Market Average	101%	115%	101%	103%
IT Systems Engineer 2				
Pierce County, WA	\$89,831	\$18,940	\$18,397	\$127,169
Overall Comparator Average	\$87,476	\$16,455	\$17,898	\$121,829
Pierce as a % of Market Average	103%	115%	103%	104%
Labor Relations Analyst 2				
Pierce County, WA	\$100,309	\$18,940	\$20,543	\$139,792
Overall Comparator Average	\$101,790	\$16,455	\$20,827	\$139,072
Pierce as a % of Market Average	99%	115%	99%	101%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Professionals <i>Continued</i>				
Planning Manager				
<i>Pierce County, WA</i>	\$100,309	\$18,940	\$20,543	\$139,792
<i>Overall Comparator Average</i>	\$104,385	\$16,455	\$21,358	\$142,198
<i>Pierce as a % of Market Average</i>	96%	115%	96%	98%
Program Series				
Economic Development Specialist				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Emergency Management Coordinator 1				
<i>Pierce County, WA</i>	\$69,514	\$18,940	\$14,236	\$102,690
<i>Overall Comparator Average</i>	\$72,869	\$16,455	\$14,910	\$104,234
<i>Pierce as a % of Market Average</i>	95%	115%	95%	99%
Social Service Program Specialist 2				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Protective Service Workers				
Animal Control Officer				
<i>Pierce County, WA</i>	\$58,188	\$18,940	\$11,917	\$89,045
<i>Overall Comparator Average</i>	\$54,252	\$16,455	\$11,100	\$81,807
<i>Pierce as a % of Market Average</i>	107%	115%	107%	109%
Public Safety				
Community Service Officer				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Deputy Fire Marshal				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Forensic Investigator				
<i>Pierce County, WA</i>	\$77,407	\$18,940	\$15,853	\$112,200
<i>Overall Comparator Average</i>	\$76,868	\$16,455	\$15,728	\$109,050
<i>Pierce as a % of Market Average</i>	101%	115%	101%	103%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Public Safety Continued				
Juvenile Detention Officer 2				
Pierce County, WA	\$58,188	\$18,940	\$11,917	\$89,045
Overall Comparator Average	\$52,139	\$16,455	\$10,668	\$79,262
Pierce as a % of Market Average	112%	115%	112%	112%
Juvenile Probation Counselor 2				
Pierce County, WA	\$72,654	\$18,940	\$14,880	\$106,474
Overall Comparator Average	\$66,526	\$16,455	\$13,612	\$96,593
Pierce as a % of Market Average	109%	115%	109%	110%
Medicolegal Death Investigator				
Pierce County, WA	Insufficient Data			
Overall Comparator Average				
Pierce as a % of Market Average				
Pre-Trial Services Case Coordinator 2				
Pierce County, WA	Insufficient Data			
Overall Comparator Average				
Pierce as a % of Market Average				
Property Room Officer				
Pierce County, WA	\$57,585	\$18,940	\$11,793	\$88,318
Overall Comparator Average	\$57,793	\$16,455	\$11,825	\$86,073
Pierce as a % of Market Average	100%	115%	100%	103%
Service-Maintenance				
Custodian 1				
Pierce County, WA	\$45,115	\$18,940	\$9,240	\$73,294
Overall Comparator Average	\$36,604	\$16,455	\$7,490	\$60,548
Pierce as a % of Market Average	123%	115%	123%	121%
Planning and Public Works Maintenance Supervisor				
Pierce County, WA	\$83,566	\$18,940	\$17,114	\$119,620
Overall Comparator Average	\$79,266	\$16,455	\$16,219	\$111,940
Pierce as a % of Market Average	105%	115%	106%	107%
Skilled Craft Workers				
Wastewater Operations Manager				
Pierce County, WA	\$100,309	\$18,940	\$20,543	\$139,792
Overall Comparator Average	\$110,511	\$16,455	\$22,612	\$149,578
Pierce as a % of Market Average	91%	115%	91%	93%

TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Social Services				
Family Educator 2				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Victim Services Specialist				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Technicians				
Appraiser 1				
Pierce County, WA	\$69,514	\$18,940	\$14,236	\$102,690
Overall Comparator Average	\$61,794	\$16,455	\$12,644	\$90,892
Pierce as a % of Market Average	112%	115%	113%	113%
Appraiser 3				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$82,058	\$16,455	\$16,790	\$115,303
Pierce as a % of Market Average	96%	115%	96%	99%
Asset Management Specialist 3				
Pierce County, WA	<i>Insufficient Data</i>			
Overall Comparator Average				
Pierce as a % of Market Average				
Building Inspector				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$73,298	\$16,455	\$14,997	\$104,750
Pierce as a % of Market Average	107%	115%	107%	108%
Case Manager				
Pierce County, WA	\$59,290	\$18,940	\$12,143	\$90,372
Overall Comparator Average	\$53,423	\$16,460	\$10,931	\$80,813
Pierce as a % of Market Average	111%	115%	111%	112%
Code Enforcement Officer				
Pierce County, WA	\$78,572	\$18,940	\$16,092	\$113,603
Overall Comparator Average	\$75,342	\$16,455	\$15,416	\$107,213
Pierce as a % of Market Average	104%	115%	104%	106%

**TABLE 11
PIERCE COUNTY'S TOTAL COMPENSATION MARKET POSITION**

Benchmark Job Title	Annual Pay Midpoint	Weighted Average Health Benefit Costs (PPO)	Retirement Contribution	Total Compensation
Technicians <i>Continued</i>				
Computer Systems Business Analyst 2 - JT				
<i>Pierce County, WA</i>	\$81,484	\$18,940	\$16,688	\$117,112
<i>Overall Comparator Average</i>	\$84,335	\$16,455	\$17,256	\$118,045
<i>Pierce as a % of Market Average</i>	97%	115%	97%	99%
Correctional Technician				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Court Reporter				
<i>Pierce County, WA</i>	<i>Insufficient Data</i>			
<i>Overall Comparator Average</i>				
<i>Pierce as a % of Market Average</i>				
Crime Research Analyst				
<i>Pierce County, WA</i>	\$60,726	\$18,940	\$12,437	\$92,102
<i>Overall Comparator Average</i>	\$71,753	\$16,455	\$14,681	\$102,889
<i>Pierce as a % of Market Average</i>	85%	115%	85%	90%
Department Computer Support Specialist 2				
<i>Pierce County, WA</i>	\$81,588	\$18,940	\$16,709	\$117,237
<i>Overall Comparator Average</i>	\$61,444	\$16,455	\$12,572	\$90,471
<i>Pierce as a % of Market Average</i>	133%	115%	133%	130%

Findings- Pay Policies and Pay Increases

Tables 2a through 2i in Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits detail characteristics of peer employers' compensation practices, including:

- Salary Schedule Design
- Base Pay Increases
- Pay Progression Policies
- Pay Increase Guarantees
- HR Policies

Salary Schedule Design

As shown in **Table 2a**, seven (7) out of the eleven (11) peer employers indicated that they used solely a grade and step salary schedule to administer pay. Like Pierce County, four (4) peer employers reported using multiple pay administration systems. Pierce County reported using grade and step salary schedules to administer pay.

Pay Progression through Pay Ranges

As shown in **Table 2b**, like Pierce County, the majority of peer employers' employees progress through pay ranges through multiple methods (longevity, merit and performance increases, market data adjustments, etc.). Three (3) peer employers reported that employees only progress through pay ranges based on time in the position.

Pay Range Adjustments Used

As shown in **Table 2c**, like Pierce County, the majority of peer employers use multiple methods to adjust pay ranges and/or schedules.

FY2017-FY2019 Base Pay Range Increases

As shown in **Table 2d**, Pierce County was slightly below the market average for 2017 and anticipated 2019 base pay range increases and significantly below the market average for 2018 base pay range increases. In 2017 the market average base pay range increase was 2.16% while Pierce County provided an increase of 2.13%. In 2018 the market average base pay range increase was 2.51% while Pierce County provided an increase of 1.80%. In 2019 the anticipated market average base pay range increase is 2.53% while Pierce County anticipates an increase of 2.50%.

Minimum Guaranteed Pay Increases for Promotions

As shown in **Table 2e**, like Pierce County, the majority of peer employers, nine (9) out of the eleven (11), have a minimum pay increase tied to promotions. The amount guaranteed varied from peer to peer but the majority of peer employers that have a guaranteed pay increase responded with a guarantee at least a 5.0% increase.

Minimum Guaranteed Pay Increases for Reclassification to a Higher Grade

As shown in **Table 2f**, like Pierce County, the majority of peer employers, eight (8) out of the eleven (11), have a minimum pay increase tied to reclassifications to a higher grade. The amount guaranteed varied from peer to peer but the majority of peer employers who responded that they guarantee provided at least a 5.0% increase.

Vacancy Requirement before a Promotion Can be Recommended

As shown in **Table 2g**, unlike Pierce County, the majority of peer employers, eight (8) out of the eleven (11) require a vacancy before a promotion can be recommended.

Automatic Pay Increase or Incentive Upon Achievement of Certain Milestones

As shown in **Table 2h**, like Pierce County, the majority of peer employers do not provide automatic increases or automatic title, pay grade, and/or pay increases upon the achievement of certain milestones. It should be noted that within a select number of bargaining agreements Pierce County offers higher pay when an employee earns a higher certification (i.e. Equipment Service Technician to Equipment Service Technician OR ASE and then Equipment Service Technician, ASE Master).

HR Policies –Can Pay Be Set Above the Pay Range Minimum at Time of Hire

As shown in **Table 2i**, like Pierce County, all of the peer employers who responded stated they are able to offer new employees a salary above the pay range minimum at their time of hire.

Findings- Supplemental Pay

Tables 3a through 3q in Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits details characteristics of peer employers' supplemental pay offerings.

Supplemental Pay – Overtime Pay / Comp Time for Exempt Employees

Table 3a shows whether exempt jobs are compensated by paid overtime pay and/or comp time. The majority of peer employers, six (6) of the eleven (11), do not compensate exempt jobs by paid overtime pay and/or comp time. Like Pierce County, other peers do provide some overtime pay for select groups.

Supplemental Pay – On Call or Stand-by Pay

Table 3b shows whether peer employers provide on-call and/or stand-by pay to employees. Like Pierce County the majority of peer employers, six (6) of the eleven (11), offer on-call and/or standby pay to non-exempt employees at varying rates. Two (2) peer employers responded both exempt and non-exempt employees can receive on-call and/or stand-by pay. Two (2) peer employers responded eligible employee types vary by union contract. Rates vary by union contract.

Supplemental Pay – Call Back Pay

Table 3c shows whether peer employers provide call-back pay to employees. Like Pierce five (5) of the eleven (11) peer employers offer call-back pay to non-exempt employees at varying rates. Two (2) peer employers responded both exempt and non-exempt employees can receive on-call and/or stand-by pay. Two (2) peer employers responded eligible employee types vary by union contract. Two (2) peer employers did not respond.

Supplemental Pay – Evening Shift Differential / 2nd Shift

Table 3d shows evening shift / 2nd shift differentials offered by peer employers and Pierce County. Like Pierce County the majority of peer employers offer an evening or second shift differential with most peer employers responding the amount and applicable hours varies based on union contracts.

Supplemental Pay – Overnight Shift Differential / 3rd Shift

Table 3e shows overnight shift / 3rd shift differentials offered by peer employers and Pierce County. Like Pierce County the majority of peer employers offer an overnight or third shift differential with most peer employers responding the amount and applicable hours varies based on union contracts.

Supplemental Pay – Tuition Assistance / Education Refund

Table 3f shows tuition assistance / education refunds offered by peer employers and Pierce County. Like Pierce County, eight (8) of the eleven (11) peer employers offer tuition assistance in varying amounts.

Supplemental Pay – Parking Benefits

Table 3g shows parking benefits offered by peer employers and Pierce County. Like Pierce County all eleven (11) peer employers do not offer monetary parking benefits to employees.

Supplemental Pay – Wellness Incentive

Table 3h shows wellness incentives offered to employees by peer employers and Pierce County. Unlike Pierce County the majority of peer employers, seven (7) of the eleven (11), do not offer wellness incentives to employees. Pierce County offers \$120 off monthly health plan premium for participation in their wellness program.

Supplemental Pay – Commuter Benefits

Table 3i shows wellness incentives offered to employees by peer employers and Pierce County. Like Pierce County the majority of peer employers, nine (9) of the eleven (11), offer commute benefits to employees. The most common response among peers, like Pierce County, was employees are offered free public transportation passes.

Supplemental Pay – Relocation Assistance

Table 3j shows relocation assistance offered to employees by peer employers and Pierce County. Unlike Pierce County the majority of peer employers do not offer relocation assistance. Pierce County offers assistance for positions requiring special skills or training, most often Executive employees. The amount offered cannot exceed 65% of the moving expenses, up to a maximum of \$4,000.

Supplemental Pay – Clothing Allowance

Table 3k shows clothing allowances offered by peer employers and Pierce County. Like Pierce County the majority of peer employers offer clothing allowance with most peer employers responding the amount varies based on union contracts.

Supplemental Pay – Asbestos Pay

Table 3l shows Asbestos pay offered by peer employers and Pierce County. Like Pierce County none of the peer employers offer this type of supplemental pay.

Supplemental Pay – Lead Pay

Table 3m shows lead pay offered by peer employers and Pierce County. Unlike Pierce County the majority of peer employers do not offer lead pay. Three (3) of the eleven (11) peers reported they do offer lead pay. King County reported awarding 5.0% additional per hour while the City of Tacoma and Multnomah County reported the amount varies by union contract. Pierce County awards 5.0% additional per hour for lead pay.

Supplemental Pay – Field Training Officer Pay

Table 3n shows field training officer pay offered by peer employers and Pierce County. Unlike Pierce County seven (7) of the eleven (11) peers offer field officer pay with most peer employers responding the amount varies based on union contracts.

Supplemental Pay – Out of Classification Pay

Table 3o shows out of classification pay offered by peer employers and Pierce County. Like Pierce County nine (9) of the eleven (11) peers offer out of classification pay. Like Pierce County three (3) peers reported the amount awarded is 5.0%. Five (5) peer employers responded the amount varies. One (1) peer employer responded the employee is paid the higher classification's rate.

Supplemental Pay – Bilingual Pay

Table 3p shows bilingual pay offered by peer employers and Pierce County. Unlike Pierce County four (4) of the eleven (11) peers offer bilingual pay. Two (2) peers responded the amount awarded varies by union contract. Two (2) peers reported they offer \$1,300 and \$1,430 annually for bilingual pay.

Supplemental Pay – Special Skills or Work Assignments

Table 3q shows special skills or work assignment pay offered by peer employers and Pierce County. Like Pierce County seven (7) of the eleven (11) peers do not offer special skills pay. Four (4) peers responded offering this type of pay with the amount awarded varying by union contract.

Findings- Paid Leave

Segal collected market information on paid leave programs including:

- Sick Leave
- Holidays
- Personal Days/Floating Holidays/Administrative Leave
- Vacation

These responses are shown in **Tables 4a through 4h Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits.**

Vacation Carry Over and Cash Out

Table 4a shows data on maximum vacation day carry-over. All peer employers indicated that employees were allowed to carry over vacation. The maximum number of days varied greatly by peer employer. Peer employers reported offering 30 days to an unlimited number. Pierce County allows forty-five (45) vacation days to be carried over.

Table 4b shows data on vacation cash-out. Nine (9) of the eleven (11) peer employers allow employees to cash-out vacation. Of the nine (9) peer employers only two (2) allow employees to cash-out vacation time at year end. All nine (9) peer employers allow vacation cash out in varying amount at termination and retirement.

Sick Leave Accrual

Table 4c shows data on annual sick leave accrual. Like Pierce County all eleven (11) peers have an annual sick leave accrual of 12 days.

Sick Leave Carry Over and Cash-Out

Table 4d shows the maximum sick days for peer employers and Pierce County allow employees to carry over annually. Like Pierce County ten (10) of the eleven (11) peer employers indicated they allow employees to carry over sick days. With the exception of two peer employers, eight (8) of the ten (10) peer employers allow employees to carry over an unlimited number of sick days. Pierce County also allows an unlimited number of sick days to be carried over. Kitsap County and Thurston County indicated employees are allowed to carry over a maximum of 150 and 140 days respectively. Spokane County was the only peer employer to not allow employees to carry over sick days.

Table 4e shows cash-out options for sick leave days offered by peer employers and Pierce County. Like Pierce County, six (6) of the eleven (11) peer employers allow employees to cash out sick days. Only one (1) peer employer, the State of Washington, allows employees to cash out sick leave days at year end. Three (3) of the six (6) employers that allow sick leave cash out

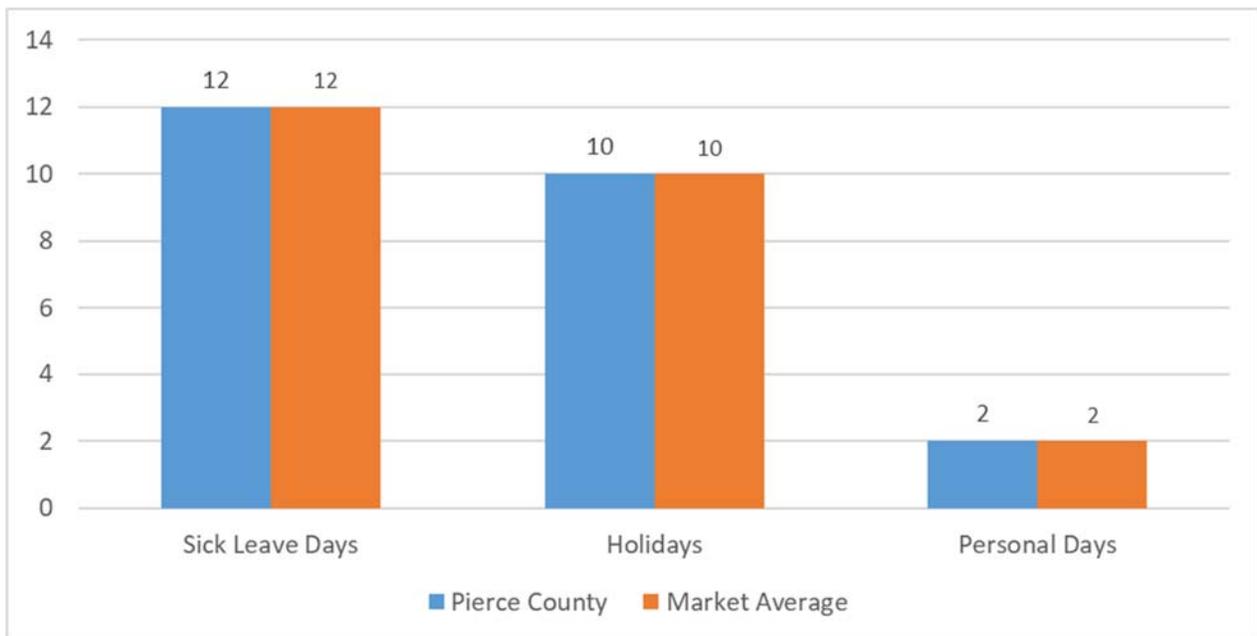
offer it at both termination and retirement. One (1) peer employer, Thurston County, only allows sick leave cash out at retirement.

Sick Days, Holidays, Personal/Floating/Administrative Leave Days

Table 4f shows responses relating to sick leave, holidays, and personal leave days / floating holidays granted per year.

All peer employers offer employees twelve (12) sick days per year. Holidays granted per year range from nine (9) to ten (10) days with ten (10) of the eleven (11) peer employers reporting ten (10) days. Peer employer responses for personal leave days / floating holidays ranged from zero (0) to two (2) days. Pierce County offers twelve (12) days of sick leave, ten (10) holidays, and two (2) personal leave days / floating holidays. As shown in **Figure 1**, Pierce County is at the market average for sick leave days, holidays, and personal leave days / floating holidays offered.

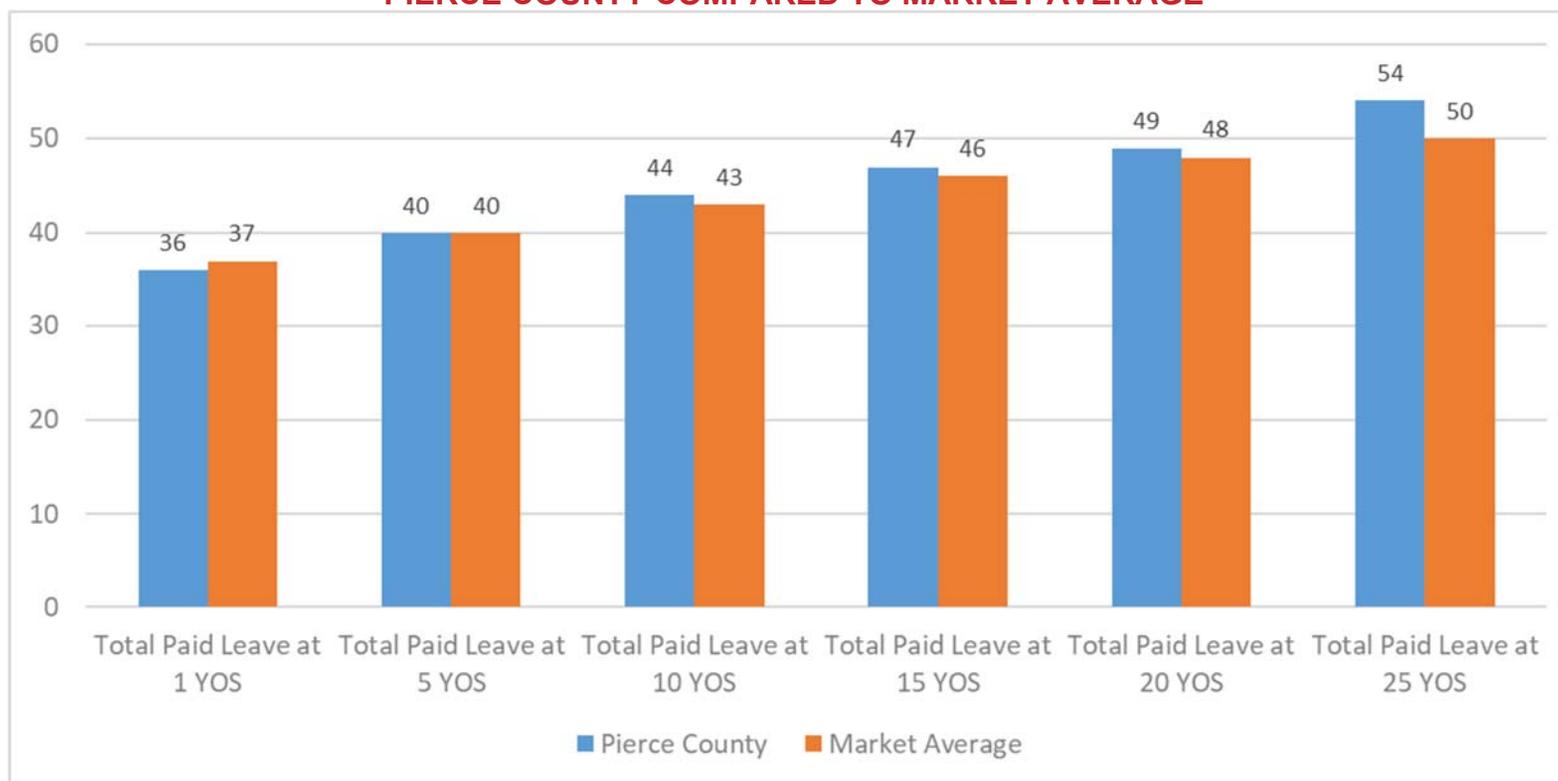
FIGURE 1
SICK LEAVE, HOLIDAYS, & PERSONAL/FLOATING/ADMINISTRATIVE DAY OFFERINGS
PIERCE COUNTY COMPARED TO MARKET AVERAGE



Total Paid Leave

Table 4g shows total paid time off (vacation, holidays, sick leave, and personal days) offered by peer employers and Pierce County. As shown in **Figure 2**, Pierce County is below the market in terms of total paid leave offerings (vacation, sick leave, holidays, and personal days) for employees at 1 year of service, at market at 5 years of service, and above market at 10, 15, 20, and 25 years of service.

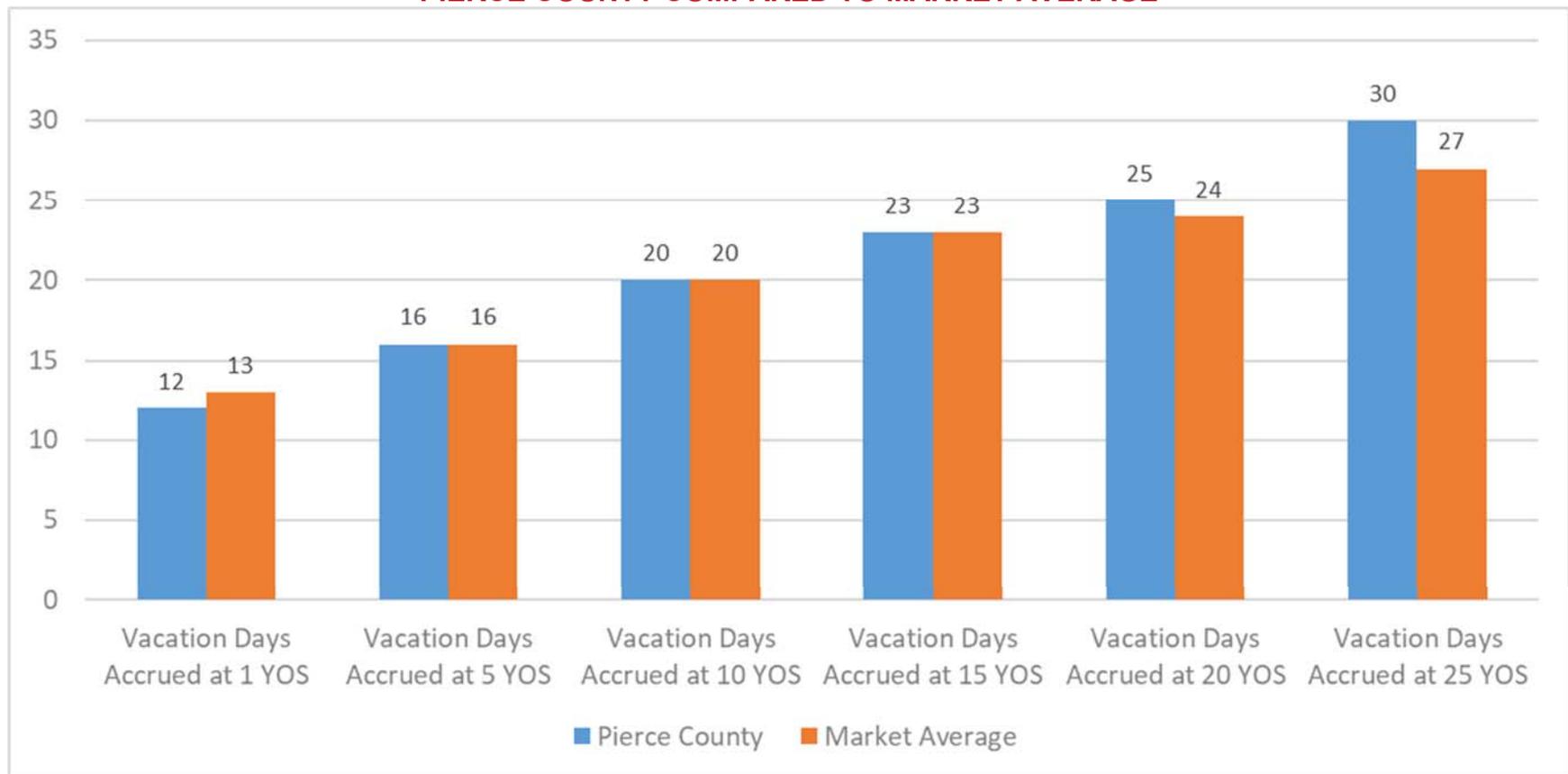
FIGURE 2
TOTAL PAID LEAVE
PIERCE COUNTY COMPARED TO MARKET AVERAGE



Total Vacation Accrued

Table 4h shows vacation time offered by peer employers and Pierce County. As shown in **Figure 3**, Pierce County is below the market in terms of vacation accrual rates for employees at 1 year of service, at market at 5, 10 and 15 years of service, and above market at 20 and 25 years of service.

FIGURE 3
TOTAL VACATION ACCRUED
PIERCE COUNTY COMPARED TO MARKET AVERAGE



Findings- Health Benefits

Data related to medical, dental, prescription, and vision benefit programs can be found in **Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits Table 5a(1)** through **Table 5f(2)**. These tables display monthly employer costs and cost sharing percentages for medical plans, dental plans, prescription plans, and vision plans. It is important to note that this analysis did not include a review of the value of the benefits offerings, only the employer costs compared to peers. Additional health benefit offerings including HSA contributions, wellness program incentives, life insurance, etc. can be found in **Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits Table 5g** through **Table 5n**.

Health-Related Benefits

Segal collected employer and employee monthly cost premiums for the following:

- Medical Plan (Preferred Provider Organization, Health Maintenance Organization, and High Deductible Health Plan)
- Prescription Drug Plan
- Dental Plan
- Vision Plan

If peers offer more than one (1) type of plan (e.g. two (2) PPO plans), Segal asked them to provide information for the most populous plan.

Total Health Benefit Costs

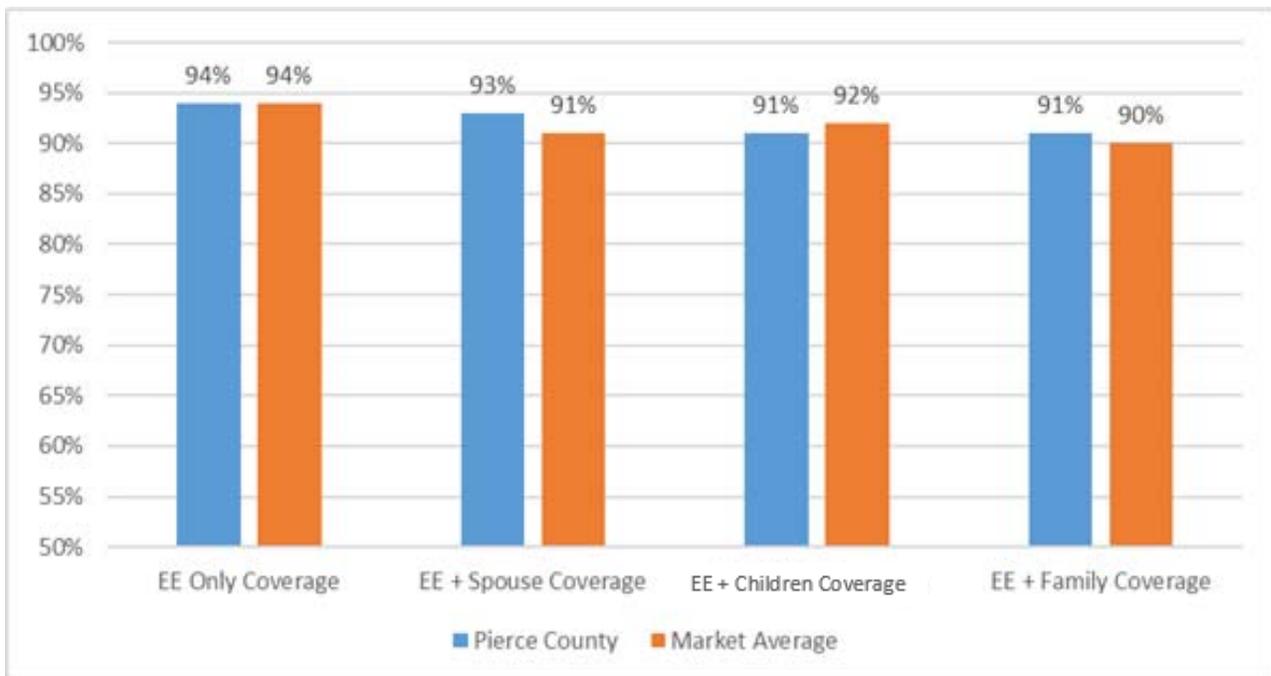
As shown in **Table 12**, Pierce County’s weighted annual health benefit cost is higher than the market average.

TABLE 12
MONTHLY EMPLOYER HEALTH BENEFITS CONTRIBUTIONS

	Pierce County	Market Average
Weighted Annual Employer Health Benefits Cost (PPO Plan)⁶	\$18,940	\$16,455

Figure 4 compares Pierce County against the market average in terms of total health plan employer cost sharing. Pierce County’s cost sharing for health benefits is at the market average for the EE only tier of coverage, slightly above market for EE+Spouse and EE+Family tiers of coverage, and slightly below market at EE+Children Coverage.

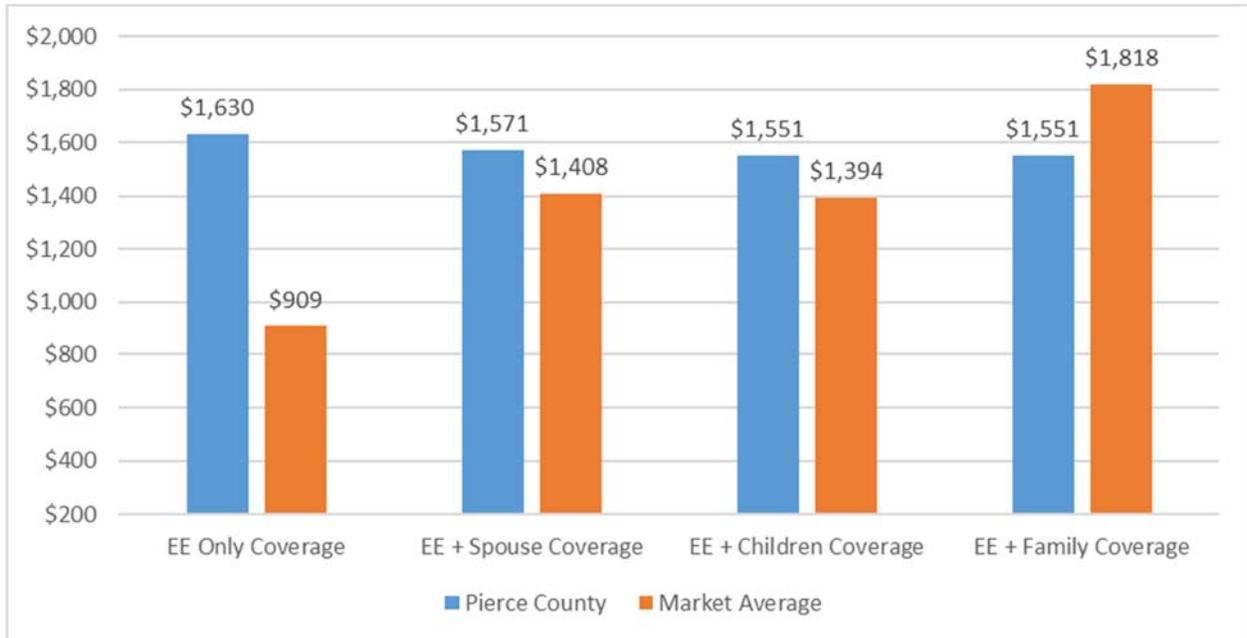
FIGURE 4
TOTAL EMPLOYER MONTHLY COST SHARING FOR MEDICAL (PPO), DENTAL, AND VISION PLANS - PERCENTAGE



⁶ The market average reflects the average costs for PPO, dental and vision plans combined. PPO plan premiums have been normalized to Pierce County’s enrollment distribution for each PPO tier of coverage.

Figure 5 compares Pierce County against the market average in terms of total health plan employer monthly premium contributions (PPO, dental, and vision plan). Pierce County’s monthly premium contribution for health benefits is above the market average at all tier of coverage except for EE+Family coverage.

FIGURE 5
TOTAL EMPLOYER MONTHLY PREMIUM CONTRIBUTIONS FOR MEDICAL (PPO), DENTAL, AND VISION PLANS



Findings- Retirement

Data related to retirement programs can be found in **Tables 8a** through **8d** of **Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits**.

The survey asked for information on retirement programs including:

- Defined Benefit (DB) plans
- Defined Contribution (DC) plans
- Deferred Compensation plans
- Social Security

As shown in **Table 13**, Pierce County’s total employer retirement contribution is slightly higher than the market average by 0.02%.

TABLE 13
TOTAL EMPLOYER RETIREMENT CONTRIBUTIONS

Total Employer Retirement Contributions	Pierce County (% of pay)	Market Average (% of pay)
Annual Employer Retirement Contributions (as a % of pay)¹	20.48%	20.46%

¹ The total annual retirement contribution is the sum of employer contribution towards defined benefit (normal cost), defined contribution, deferred compensation plans and Social Security.

Defined Benefit Plans

As shown in **Table 14** Pierce County’s contribution to its defined benefit plan is higher than the market average. However, Pierce County’s employees’ contribution to its defined benefit plan is slightly lower than the market average.

**TABLE 14
DEFINED BENEFIT CONTRIBUTIONS**

Defined Benefit Plan Contributions	Pierce County	Market Average
Annual Employer Contributions (as a % of pay)	12.83%	12.08%
Annual Required Employee Contributions (as a % of pay)	7.41%	7.60%

Defined Contribution Plans

Like the Pierce County none of the peer employers contributed to defined contribution plans. As a result a table was not generated in the Appendix C report.

Deferred Compensation Plans

As shown in **Table 8d**, like the Pierce County, nine (9) of the eleven (11) peers do not contribute to deferred compensation plans.

Conclusions

In summary, Pierce County's pay, benefits, and pay practices are generally competitive with its defined market. Base pay and total compensation are very competitive as well as most pay practices.

Segal Waters will provide Pierce County with updated pay structures, realigning the market competitiveness of jobs to more closely reflect market data while considering internal equity developed through the job evaluation process. For the eight (8) positions lagging market as highlighted earlier in this report, and any related non-benchmark positions that are mapped to these jobs through the job evaluation process, Segal Waters will be recommended grade adjustments to more competitive pay ranges based on the market data.

Concerning the reported pay practices, the County may evaluate the need for some of the supplemental pay that is reported by its peers, including bilingual, special skills, and field training officer pay.

As stated in earlier sections of this report, leave and retirement offerings are competitive with the market. However, of special note the County's monthly medical premium combined for the PPO, vision, and dental for employee only selection is considerably higher than peers. For the employee only selection, the County's **employer** contribution is approximately 79% higher than peers and the **employee** contribution is approximately 90% higher than peers. A review should be conducted to determine this significant difference.

Appendix A – Total Rewards Survey Document

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

MARKET SURVEY INSTRUCTIONS

Pierce County, Washington has employed Segal Waters Consulting to conduct a compensation study for 112 benchmark positions. We would like to invite you to participate in the Pierce County 2018 Market Total Compensation Survey. Please answer the questions in this document regarding pay and benefits for your most populous employee group in your organization effective as of December 1, 2018.

We provided a table of contents below in order to help you navigate through the document and determine who is the best person to complete each section.

Tab 1. General Information - contact information for the employee completing the survey

Tab 2. Pay Plan Information

Tab 3: Additional Pay Practices

Tab 4. Paid Time Off

Tab 5. Health Benefits

Tab 6. Retirement Benefits

Tab 7. Benchmark Summaries

Tab 8. Benchmark Salary Data

Thank you for your support and participation. We would very much appreciate the submission of your data by the survey deadline of Tuesday, January 8th. All participants will receive a report at the conclusion of the study that summarizes the data collected to thank you for your participation.

Upon completion, please return survey to:

Holly Waggoner

Senior Associate

Segal Waters Consulting

5057 Keller Springs Road, Suite 110

Addison, TX 75001

HWaggoner@segalco.com

Tel: (214) 466-2428

Due Date: Tuesday, January 8th

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

PEER EMPLOYER GENERAL INFORMATION

Please supply the following general information about your organization.

ORGANIZATION INFORMATION

Organization					
Address 1					
Address 2					
City		State		Zip	
Number of Permanent FTEs as of December 1, 2018:					
Largest Represented Employee Group:					
Effective Date of Current Employee Pay Scale (DD/MM/YY):					

INDIVIDUAL COMPLETING THE SURVEY

Name					
Title					
Phone					
Email					

RESOURCES AVAILABLE ONLINE

Job Descriptions:	
If yes, please provide the website link.	
Pay Plans:	
If yes, please provide the website link.	
Open Enrollment Packet / Benefit Plan Detail:	
If yes, please provide the website link.	

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Please email your most recent actuarial valuation report and a copy of your open enrollment packet (if a copy is not located online), along with this survey document

Upon completion, please return survey to:

Holly Waggoner

Senior Associate

hwaggoner@segalco.com

214-466-2428

Due Date: Tuesday, January 8th

Please submit data as it relates to full-time related positions within your organization, for the most populous employee group.

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Instruction: Please answer each question below, as applicable.			
PAY PLAN/PAY SCHEDULE INFORMATION			
1. What type(s) of pay plan(s) cover the job titles listed in <u>Tab 7</u>? Place an X in all applicable boxes.			
Grade and Step			
Grades, No Steps (Range minimums and maximums only)			
No Ranges (flat rates only)			
Please provide any additional information regarding the pay plans used below (for example - differences among job titles).			
2. How do employees progress through the pay range for their <u>current job title</u>? Place an X in all applicable boxes.			
Longevity or time in job increases			
Merit/Performance Increases (varies by performance rating)			
Market Data Adjustments			
Budget process / financial ability			
Please provide any additional information regarding pay adjustments below (for example - differences among job titles).			
3. Which of the following do you use to adjust pay ranges/schedules? Place an X in all applicable boxes.			
Market Data			
Budget process / financial ability			
Collective Bargaining Agreement			
Please provide any additional information regarding pay adjustments below (for example - differences among job titles).			
4. Please indicate the pay range increases (%) scheduled for each fiscal year. If unknown, please write "unknown."			
	FY 2017	FY 2018	FY 2019

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Instruction: Please answer each question below, as applicable.

PAY INCREASE GUARANTEES			
1. How do employees progress between the pay ranges?			
Do you have a minimum guaranteed pay increase percentage for promotions?			[Please Select]
Does your organization require a vacancy to exist before a promotion can be recommended?			[Please Select]
Do you have a minimum guaranteed pay increase percentage for reclassification to a higher grade?			[Please Select]
If Yes, please describe your policy below (or attach a copy of written policy).			
2. Do you provide automatic increases or an automatic title/pay grade/pay increase upon achievement of certain milestones, e.g., education or certification?			[Please Select]
If Yes, please describe your policy below (or attach a copy of written policy).			
HIRING RATES			
3. Can new starting employees receive an above pay range minimum salary that is commensurate with their years of related experience?			[Please Select]
If Yes, please describe your policy below (or attach a copy of written policy).			
OVERTIME PAY			
4. What types of exempt jobs, if any, are eligible for <u>paid overtime</u> or <u>comp time</u> ?			
5. Are employees in exempt jobs compensated by paid overtime, comp time or either?			[Please Select]
6. At what rate are employees in exempt jobs compensated for overtime, if applicable?			[Please Select]
STAND-BY AND CALL-BACK PAY			
If your organization provides stand-by or call back pay, please indicate your policy below.			
Type of Pay	Eligible Types of Employees	Rate of Pay	If On-Call, Stand-By, or Call Back Pay is offered, what is the minimum number of hours of pay guaranteed?
On-Call or Stand-By Pay		[Please Select]	
Call Back Pay		[Please Select]	

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

SHIFT DIFFERENTIALS			
If your organization provides <u>shift differentials</u>, please indicate your policy below.			
	Eligible Types of Employees	Amount (% of base or \$ per hour)	Applicable Hours (e.g., 8 p.m. to 4 a.m.)
Evening Shift Differential / 2nd Shift			
Overnight Shift Differential / 3rd Shift			

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

SUPPLEMENTAL PAY			
If your organization provides <u>supplemental pay</u>, please indicate your policy below.			
Type of Pay	Amount	Frequency (Annual or One Time)	Additional Policy Information <i>Example: Tuition assistance - \$5000 per year for employees who sign a 3-year commitment to remain in organization</i>
Tuition Assistance/Education Refund		[Please Select]	
Parking Benefits		[Please Select]	
Wellness Incentive		[Please Select]	
Commuter Benefits		[Please Select]	
Relocation Assistance		[Please Select]	
Clothing Allowance		[Please Select]	
Asbestos Pay		[Please Select]	
Lead Pay		[Please Select]	
Field Training Officer Pay		[Please Select]	
Out of Classification Pay		[Please Select]	
Bilingual Pay		[Please Select]	
Special Skills or Work Assignments		[Please Select]	
Use the space below for any additional comments regarding <u>pay supplements</u>:			

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

VACATION/PAID TIME OFF		
1. How many Vacation <u>OR</u> Paid Time Off (PTO) leave <u>days</u> do employees accrue in a year?		
(Please fill in only one column as applicable.)		
Completed Years of Service	Vacation Days Accrued Per Year	PTO Days Accrued Per Year
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
25+		
2. Can employees <u>carry-over</u> unused vacation/PTO days? <i>Select Yes or No</i>		[Please Select]
3. If "Yes," what is the maximum number of days that are "bankable"? If there is no limit, please write "unlimited."		

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

4. Can employees <u>cash-out</u> unused vacation/PTO leave days? <i>Select Yes or No</i>	[Please Select]
5. If "Yes," enter the maximum number of days an employee can cash out at the events listed below. If there is no limit, please write "unlimited."	
At Year End	<input style="width: 100%;" type="text"/> Days
At Termination	<input style="width: 100%;" type="text"/> Days
At Retirement	<input style="width: 100%;" type="text"/> Days
6. Does your paid time off program impact your retirement plan? <i>Select Yes or No</i>	[Please Select]
Use the space below for any additional comments regarding vacation/PTO accrual, carry-over, or cash-out	
SICK LEAVE	
7. How many <u>sick leave days</u> are accrued in a year?	
	<input style="width: 100%;" type="text"/> Days
8. Can employees <u>carry-over</u> unused sick leave days? <i>Select Yes or No</i>	
[Please Select]	
9. If "Yes," enter the maximum number of days that an employee can "bank" into the space below. If there is no limit, please write "unlimited."	
	<input style="width: 100%;" type="text"/> Days
10. Can employees <u>cash-out</u> unused sick leave days? <i>Select Yes or No</i>	
[Please Select]	
11. If "Yes," enter the maximum number of days an employee can cash out at the events listed below. If there is no limit, please write "unlimited."	
At Year End	<input style="width: 100%;" type="text"/> Days
At Termination	<input style="width: 100%;" type="text"/> Days
At Retirement	<input style="width: 100%;" type="text"/> Days
Use the space below for any additional comments regarding sick leave accrual, carry-over, or cash-out.	

PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY

OTHER LEAVE

12. How many paid holidays do employees receive each year?

 Days

13. How many personal days (or floating holidays) do employees receive each year (in addition to paid holidays, vacation, and sick leave)?

 Days

Use the space below for any additional comments regarding paid holidays, or personal days.

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Please answer the following questions for your medical, dental, and vision plans covering active employees effective December 1, 2018. If you offer more than one plan enter the requested information for the most populous plan under each plan type (e.g. PPO, HMO).

HEALTH BENEFIT INFORMATION					
1. Upon hire, when does elected coverage begin under Medical, Dental, Vision, and other plans elected? (i.e. upon hire, first of the month following the date of hire, first month following 30 days of employment, etc.) Please detail in the comment box to the right.					
MEDICAL PLANS:					
2. Preferred Provider Organization (PPO) Plan:		EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)					
Employee Contribution to Monthly Premiums: (\$)					
3. Health Maintenance Organization (HMO) Plan:		EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)					
Employee Contribution to Monthly Premiums: (\$)					
4. High Deductible Health Plan (HDHP) Plan:		EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)					
Employee Contribution to Monthly Premiums: (\$)					
TAX-ADVANTAGED ACCOUNTS:					
5A. If a HDHP is offered, does your organization contribute to employees' Health Savings Account (HSA)?		[Please Select]			
5B. If yes, what is the annual amount your organization contributes at the following tiers of coverage?					
Health Savings Account (HSA) Plan:		EE Only	EE + 1 or Family		
Employer Annual Contribution to Account: (\$)					
6. Do you have different medical plan cost sharing for employees who participate in a wellness program?		[Please Select]			
If yes, please provide a description of the difference in the medical plan cost sharing in the comment box below.					
PRESCRIPTION DRUG PLAN:					
7a. Do the medical plans above include prescription drug coverage? Select Yes or No		[Please Select]			
7b. If "No", what are the cost-sharing arrangements for prescription drug coverage?					
		EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)					
Employee Contribution to Monthly Premiums: (\$)					

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

8. DENTAL PLAN:	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)				
Employee Contribution to Monthly Premiums: (\$)				
9. VISION PLAN:	EE Only	EE + Spouse	EE + Children	Family
Employer Contribution to Monthly Premiums: (\$)				
Employee Contribution to Monthly Premiums: (\$)				
Provide any additional information regarding medical, dental or vision benefits (for example - differences in cost-sharing among job titles):				
10. LIFE INSURANCE:				
	Monthly Cost for Coverage		Maximum Benefit	
	Employer Cost	Employee Cost	<small>(multiple of pay or flat rate e.g. 2x or \$50,000)</small>	
Basic Life Insurance:				
Supplemental Life Insurance:				
11. SHORT-TERM DISABILITY INSURANCE:				
	Monthly Cost for Coverage		Maximum Benefit	
	Employer Cost	Employee Cost	<small>(multiple of pay or flat rate e.g. 2x or \$50,000)</small>	
Short-Term Disability Insurance:				
11A. Does the plan premium vary based on wages?	<input type="text" value="[Please Select]"/>			
12. LONG-TERM DISABILITY INSURANCE:				
	Monthly Cost for Coverage		Maximum Benefit	
	Employer Cost	Employee Cost	<small>(multiple of pay e.g. 2x)</small>	
Long-Term Disability Insurance:				

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Please answer the following questions regarding your retirement plans based on the benefits for employees hired on or after December 1, 2018. If you offer more than one plan enter the requested information for the most populous plan under each plan type (e.g. 401a, 457b).

SOCIAL SECURITY CONTRIBUTION INFORMATION

1. Does your organization contribute to Social Security? *Select Yes or No* [Please Select]

DEFINED BENEFIT / PENSION INFORMATION

2. Please answer the following questions regarding your defined benefit (pension) retirement plan, including the contribution rates for both employer and employee. Please attach a copy of your plan's Actuarial Valuation with your survey submittal.

2a. Plan Name	
2b. Employer Normal Cost (% of pay)	
2c. Total Employer Contributions (% of pay)	
2d. <u>Required</u> Employee Contributions (% of pay)	
2e. Are employee contributions picked up by the employer?	[Please Select]

DEFINED CONTRIBUTION INFORMATION

3. Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and employee. If the contribution amount is voluntary (not required), enter the maximum rate that may be contributed. If the employer contribution is a "match," indicate the maximum or limit on the match.

Other Retirement Plan Information in lieu of or in addition to Defined Benefit Plan (e.g. 401(a), 403(b))

3a. Plan Name	
3b. Employer Contribution - Percent of base salary or flat \$ amount	
3c. Maximum match of employee contributions (% of pay or \$)	

4. Deferred Compensation / 457 Retirement Plan Information

4a. Plan Name	
4b. Employer Contribution - Percent of base salary or flat \$ amount	
4c. Maximum match of employee contributions (% of pay or \$)	
4d. <u>Required</u> Employee Contributions (Indicate % or \$ or Up to IRS Max)	

Provide any additional information regarding retirement benefits (for example - differences in contributions among job titles).

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Benchmark Job Summaries

Instructions: Please complete the table on the next page by matching your organization's jobs to Pierce County's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 70% match.

#	SURVEY JOB TITLE	Description of Work
1	Accountant 2	Maintains a variety of accounts, prepares financial reports and statements in accordance with federal, state, and local requirements; maintains a variety of ledgers pertaining to all organization funds; maintains records of fund activities; analyzes and reconciles fund charges and direct necessary fund transfers. The Accountant 2 is the second level of the Accountant series and performs work at a journey level. <u>Minimum Requirements:</u> Graduation from a four year college or university with a Bachelor's Degree in Accounting or Business Administration with an emphasis in accounting, and two or more years of professional accounting or auditing experience.
2	Accounting Assistant 2	Performs budget and accounting work involving the areas of accounts payable, balancing and being custodian of accounts, and/or other accounting support activities as required. <u>Minimum Requirements:</u> High school diploma or GED and two years of progressively responsible bookkeeping, accounting, auditing or closely related work experience required.
3	Accounts Payable Supervisor	Organizes, manages, conducts and coordinates organization-wide accounts payable functions. Supervises staff that perform accounts payable functions within the Finance Department. <u>Minimum Requirements:</u> Associate degree in Accounting, Business Management, or other related field; and three years of experience in accounting/accounts payable, and two years of experience in a supervisory/lead capacity.
4	Administrative Assistant	Provides administrative services to the head of a department or upper management; make arrangements for meetings and notifies conferees, maintain calendar, arrange for travel, transportation and accommodation, answer questions on status of current projects exercising discretion in the type of information given, make appointment, relay messages of confidential nature. <u>Minimum Requirements:</u> Three or more years of progressively responsible clerical/administrative experience which includes experience directly related to the duties of the position.
5	Administrative Program Manager 1	Manages and oversees the daily administrative operations of a small department or division of a large department. Supervises and coordinates activities of a designated unit; determines work procedures, prepares work schedules and determines methods for expediting workflow. <u>Minimum Requirements:</u> Graduation from a four-year college or university with a degree in business or public administration or a related field plus two or more years of experience in an administrative position requiring budgetary and personnel skills.
6	Adult Probation Officer 2	Performs probation work providing case management for Pierce County District Courts. Performs investigative, general counseling and referral activities for adults placed on probation by the court. <u>Minimum Requirements:</u> Bachelor of Arts or a Bachelor of Science degree that provides the necessary education and skills in dealing with complex legal and human issues, as well as competence in making decisions and using discretionary judgment. A course study in sociology, psychology, or criminal justice is preferred. Requires three years of investigation or social casework experience, including two years at a level equivalent to an Adult Probation Officer 1.
7	Animal Control Officer	Apprehends, controls and transports to confinement loose, unlicensed, injured, abandoned or dangerous animals, both domestic animals and livestock. Investigates reports of animal cruelty and vicious animals, enforcing animal care and control ordinances, including issuing citations and warnings. <u>Minimum Requirements:</u> High school diploma or GED. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.
8	Appraiser 1	Inspects and appraises all categories of real and/or personal property to determine values. <u>Minimum Requirements:</u> One or more years experience as a Real or Personal Property appraiser and be accredited by the State Department of Revenue.
9	Appraiser 3	Performs Mass Appraisal of properties that may include: Residential, Commercial, and/or Personal Property, selecting and applying any combination of complex appraisal techniques applicable and necessary to the accuracy and defensible determination of property values. <u>Minimum Requirements:</u> Three or more years experience as a Real or Personal Property Appraiser including the appraisal of more complex properties and accreditation by the State Department of Revenue as a Real Property Appraiser is required.

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10	Asset Management Specialist 3	Performs complex technical work in the field of infrastructure asset management. Creates and maintains asset management information from data and makes calculations, performs analysis, keeps records, and conducts quality control based upon established methods or in accordance with general instructions. <u>Minimum Requirements:</u> Bachelor's degree in mathematics, engineering, geography or closely related field and two years of progressively responsible experience, including one year as an Asset Management Specialist 2 or equivalent classification.
11	Assistant Director of Information Technology	Administers and manages the Finance Department's Information Technology Division, leading day-to-day operations of the division as conducted by senior professional and technical staff who plan, develop, test, deploy, monitor, and decommission the County's information technology services and telecommunications systems. <u>Minimum Requirements:</u> Bachelor's degree in information technology, public administration, or in a related field, and five years of progressively responsible work experience directly related to the duties of the position, including at least five years in a managerial/supervisory capacity.
12	Benefits Specialist	Administers benefits programs which include medical, dental, life and disability insurance, retirement, IRS Section 125 and 457 plans, and/or administering various leave programs and policies. <u>Minimum Requirements:</u> Graduation from a four-year college or university with major course work in human resource management, public or business administration or closely related field and one or more years of experience in benefits and/or leave administration.
13	Budget Analyst	Performs a variety of tasks in support of organization and departmental operations and services including: research, analysis, policy formulation and service delivery. May be specifically assigned to one of the following areas: budget, finance, and operations. <u>Minimum Requirements:</u> Four or more years of college level course work in accounting or related field and two or more years of progressive responsible work experience in accounting, budgeting, or related field with special emphasis on governmental accounting and grants.
14	Budget and Fiscal Manager	Performs highly responsible administrative and management work in accounting and budgeting. An employee in this class is the highest level position within a department responsible to manage a complex budget, accounting and payroll functions having department-wide impact. <u>Minimum Requirements:</u> Graduation from a four-year college or university with major course work in accounting, business or public administration, or a related discipline applicable to the duties of the position, and four years experience in accounting, auditing, budgeting, supervision, or a closely related field.
15	Building Inspector	Performs complex inspection of buildings and other structures for the Planning and Public Works Department, Building Division to ensure compliance with established specifications and requirements. <u>Minimum Requirements:</u> Associate of Arts degree in Construction Technology or related field and three or more years of experience in building/construction inspection, general construction, plans examining or related field. I.C.C., I.A.P.M.O., or equivalent state certification in building, plumbing or mechanical inspection is required.
16	Bureau Chief	Performs highly responsible administration and management of a Bureau within the Sheriff's Department. The position is appointed by the Sheriff and reports directly to the Undersheriff. Employees of this classification are responsible for the essential duties of planning, administering, coordinating and supervising the activities of an assigned Bureau and personnel within the Sheriff's Department. <u>Minimum Qualifications:</u> This position is appointed by the Pierce County Sheriff. Minimum qualification are determined by the Pierce County Sheriff. Most incumbents have had previous law enforcement or corrections experience.
17	Buyer, Senior	Performs organizational wide administrative and complex technical work procuring materials, equipment, construction and services. An employee in this classification is responsible for purchasing and utilizing the formal bid process to obtain materials, equipment, construction and services for various departments. <u>Minimum Qualifications:</u> Bachelor's degree in business, purchasing, or related field and one year of governmental purchasing experience required.
18	Case Manager	Performs case management work in the Human Services Department, Aging Disability Resources Division. Provides authorization, oversight and monitoring of the older and disabled client's plan of care maintaining ongoing contact with clients to enable prompt response to changes in client's condition. <u>Minimum Qualifications:</u> A Bachelor's degree in social work, gerontology, psychology, counseling and guidance, sociology or related field and two years or more experience providing direct human services, preferably in the area of providing services to senior citizens is required.

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19	Chief Operating Officer	<p>The Chief Operating Officer is responsible for managing, planning, developing, implementing and evaluating county-wide services encompassing all Departments, Boards and Commissions within the County. This position provides guidance and direction to assigned county department directors and assumes the duties of the Pierce County Executive as delegated and represents the Executive at various meetings and committees as assigned by the Executive.</p> <p><u>Minimum Qualifications:</u> A Master Degree in Public Administration and six or more years of progressively responsible work experience directly related to the duties of the position, including at least three years in a managerial/supervisory capacity.</p>
20	Civil Engineer 2	<p>Performs a variety of complex engineering duties associated with the planning, location, design, construction, operation, structural, maintenance or reviewing of engineering projects. Performs engineering analysis of structural design, interpreting and applying codes and regulations and reviewing and evaluating proposals for new materials. This is level two of a three level series operating in a lead worker role.</p> <p><u>Minimum Qualifications:</u> Three years of progressively responsible experience related to the position and either a four-year degree in a closely related field or substituting for the degree be registered as an EIT or an additional 4 years of directly related work which demonstrate the ability to perform the essential functions.</p>
21	Classification and Compensation Manager	<p>Performs professional, administrative, and supervisory work in the management and coordination of the Employment and Classification Division within the Human Resources Department. Serves as the subject matter expert on classification and compensation issues and supervises the County's recruitment programs. Supervises and evaluates the work of professional, technical and clerical staff engaged in, classification, compensation, and recruitment.</p> <p><u>Minimum Qualifications:</u> Graduation from a four year college or university with major course work in human resources, business or public administration, or related field, and four or more years of progressively responsible experience, including two years in a supervisory capacity of professional, technical and/or administrative personnel.</p>
22	Code Enforcement Officer	<p>Enforces and/or refers violations to appropriate agencies for compliance with established codes and ordinances pertaining to land use, zoning, signs, shorelines, home occupations, related land use documents, wetlands, illegal dumping, nuisance vehicles, and grading.</p> <p><u>Minimum Qualifications:</u> A four-year degree from a college or university with major course work in Planning, Engineering, Public/Business Administration or related field and one or more years work experience in planning, code enforcement, or related field inspection and enforcement work.</p>
23	Communications Specialist	<p>Performs professional work in planning, organizing and directing organization wide communications and public relations in the Communications Department. Uses well-developed communications skills in designing, marketing, presenting and or explaining a variety of issues to various audiences.</p> <p><u>Minimum Qualifications:</u> A Bachelor's degree in marketing, communications, journalism or closely related field and 3-5 years of related professional communications experience, including web management/development experience, is required.</p>
24	Community Program Educator 1	<p>Performs public education work for the Department of Emergency Management. Writes, produces, and present information to the general public in order to educate the populace in emergency preparedness, fire prevention, the proper use of the Enhanced 911 Emergency Telephone Service, and crime prevention.</p> <p><u>Minimum Qualifications:</u> Associates degree in public education, public safety, emergency management or related field to include one year experience working in a related public safety program such as Emergency Management, Fire Prevention, E9-1-1 or Crime Prevention.</p>
25	Community Service Officer	<p>Provides information to the public in order to assist them in problem resolution and to direct them to the appropriate Sheriff's Department unit and/or other resources. Organize, coordinate and implement crime prevention services. Carries a limited commission, can write citations for parking violations.</p> <p><u>Minimum Qualifications:</u> High school diploma or G.E.D... equivalent is required. Must be at least nineteen (19) years of age. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.</p>
26	Computer Systems Business Analyst 2-JT	<p>Functions as a liaison between a department and IT (which may include 3rd party vendors) to automate business systems. Provides a broad range of project management and technical support to departmental staff in the IT areas of end-user development, planning, testing, report writing, queries/batches, statistical analysis, troubleshooting, and training.</p> <p><u>Minimum Qualifications:</u> A Bachelor's degree in management information systems, business administration, or related field and two or more years of computer systems business analyst experience is required.</p>

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27	Construction Project Manager 3	Performs highly professional construction management work performed for the Facilities Management Department. Performs highly skilled planning and project management tasks related to the construction of major building projects. Serves as the highest level in the series. <u>Minimum Qualifications:</u> A Bachelor's Degree in architecture, construction management, civil, mechanical or electrical engineering, project management, business or public administration or closely related field from an accredited college or university and five years of increasingly responsible experience directly related to the position.
28	Contracts Coordinator	Performs technical administration work pertaining to the processing of contracts and related procurement activities. Monitors status of contracts processing through the approval system. <u>Minimum Qualifications:</u> Two or more years of college-level coursework in accounting, data processing, business administration or related field and two or more years of progressively responsible work experience in accounting, data processing, or related field with emphasis on contracts.
29	Correctional Technician	Provides assistance to jail operations in the areas of inmate laundry and supply warehouse. Oversees inmates performing assigned duties and interact with inmates and correctional staff on a regular basis. <u>Minimum Qualifications:</u> High School diploma or G.E.D... certificate is required. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.
30	Council Administrative 2	Performs administrative support functions for the Council office, Council committees and the Council Chief of Staff. Establish and maintains Council records, researches and assembles information of a complex and confidential nature. <u>Minimum Qualifications:</u> Four years of experience working in an administrative support role.
31	Council Research 2	Plans, organizes and conducts research and evaluation activities. Design and execute research and evaluation methodology for a legislative research and the legal units of the Council Office. Defines research questions, developing analytical strategies and methods. Presents findings and conclusions at meetings. <u>Minimum Qualifications:</u> Bachelor's degree public policy, law, or closely related field to the research area assigned AND at least 2 years of progressively responsible analytic technical or professional experience with a public agency or the equivalent; and/or graduate degree.
32	Council Senior Legislative Analyst	Develops and leads complex projects and professional research, analysis, and public policy development in support of legislative and administrative functions. Presents reports and recommendations to the Council and its committees. <u>Minimum Qualifications:</u> A Bachelor's Degree in public policy, law, political science, government, public administration, social work, public health, health care administration, economics, or related field and five years of relevant professional experience is required.
33	Council, Clerk to the	Performs administrative or program support functions for the Council, Council Committees and the Council Administrator(s) ensuring legislative and/or program compliance for the Council Office. Receives and reviews preliminary proposals, recommend hearing dates and record Council proceedings. <u>Minimum Qualifications:</u> Five (5) or more years of progressively responsible administrative support work including three years of local government support experience.
34	County Attorney 2	Depending the on the department employed, represents the States as a deputy prosecuting attorney or provides legal representation at the Superior Court level to indigents accused of adult felony offenses. Areas of representation include criminal, civil, and Juvenile Court felony delinquency proceedings, and/or to parents involved in Superior Court dependency and termination proceedings. <u>Minimum Qualifications:</u> Three or more years of experience in the practice of law in a relevant area of law. Membership in the Washington State Bar Association.
35	County Engineer	Plans, organizes, directs, and controls the activities of the Transportation Services Division of the Department of Planning and Public Works, which includes construction, maintenance, and repair of roads and bridges; ferry and airport operations; contract compliance; general services and administration; fiscal overview; operations; engineering; programming; and equipment services. <u>Minimum Qualifications:</u> Bachelor's degree in civil engineering or related field, plus six (6) or more years of high-level management experience in transportation engineering is required. Registration as a Professional Engineer within the State of Washington is required.

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2018 TOTAL COMPENSATION SURVEY**

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36	Court Reporter	<p>Performs verbatim reporting of all sessions of superior court as directed by the judge, which includes but is not limited to the following: Pretrial hearings, impaneling of the jury, opening statements, testimony, closing arguments, exceptions to jury instructions, jury instructions, post-trial hearings, probation and sentencing hearings.</p> <p><u>Minimum Qualifications:</u> This position is appointed by a Superior Court Judge. Reporters must be "Certified Shorthand Reporters" as tested and qualified under WAC 308-14-085 and shall maintain certification on a yearly basis with the Department of Licensing.</p>
37	Crime Research Analyst	<p>Performs technical and operational support work for the Sheriff's Department and Juvenile Court, including collection, tabulation, statistical analysis and dissemination of criminal activity information, trends and patterns, through a variety of reporting and communication methods.</p> <p><u>Minimum Qualifications:</u> Two (2) years of college level course work in social science, behavioral science, criminal justice or related field and one (1) or more years of closely related work experience is required</p>
38	Crime Victim Advocate 1	<p>Provides professional criminal justice services to victims and their families, giving community presentations, working with difficult or complex situations involving victims, and providing a higher level of support to deputy prosecuting attorneys in the complicated cases. Provides assistance on procedural or victim service activities to other employees in the Prosecuting Attorney's Office and serve as a resource for community programs.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in sociology, psychology or related criminal justice field. Two or more years of experience in criminal justice or social casework.</p>
39	Custodian 1	<p>Performs general custodial work in the care and maintenance of organization-owned and/or occupied public buildings in accordance with established procedures.</p> <p><u>Minimum Qualifications:</u> At least six months previous experience as a custodian, building maintenance, or related field.</p>
40	Department Computer Support Specialist 2	<p>Provides a broad range of technical support to departmental staff in the Information Technology related areas of desktop support, web development, hardware and network setup, testing, security, inventory, and troubleshooting.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in computer science, data processing, education, business or public administration, engineering, or related field and two or more years of information technology applications and systems experience is required.</p>
41	Deputy Director of Finance	<p>Leads, manages, and administers the Finance Department. Develops department and organization-wide strategies and is accountable for the success of department operations and initiatives. Oversees preparation and maintenance of financial policies and oversees department compliance.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in business or public administration, or a related field; and, five years of progressively responsible management experience, including three years in a supervisory capacity of professional, technical and/or administrative personnel.</p>
42	Deputy Fire Marshal	<p>Performs technical fire investigation and fire inspection work. Investigates, gathers, and analyzes evidence to determine probable cause of fires, and for serving as an expert witness in related legal proceedings and conducting all types of fire inspections.</p> <p><u>Minimum Qualifications:</u> Five years of fire or police investigative experience including two (2) years of experience involving the extensive use of investigative techniques relating to fire and arson investigation; and two or more years of fire/building code inspection or related inspection work. A valid State driver's license is required</p>
43	Director of Communications	<p>Performs complex and diverse administrative and management work for a major department with responsibility for all communications. Manages, plans, develops, implements, and evaluates organization-wide communication services.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in communications, public relations, public administration, or related discipline applicable to the duties of the position and ten years of experience in marketing, public relations and/or journalism to include six years of supervisory experience</p>
44	Director of Facilities Management	<p>Oversees the areas of facilities management, construction management, and property management. Coordinates and facilitates the activities of the three divisions including the determination of major department policies, preparing short and long term facilities plans and development of yearly work program and budget.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in public or business administration or in any field related to the development/management of facilities and/or property and six or more years of progressively responsible work experience directly related to the duties of the position, including at least five years in a managerial/supervisory capacity.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Benchmark Job Summaries

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45	Director of Human Resources	<p>Leads a department responsible for the overall administration of human resources functions, planning and delivering a broad range of human resource services and support activities for more than 3,300 employees.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in human resource management, public administration, or a related field and six years of directly-related supervisory experience. Extensive experience in the following areas: recruiting and placement; diversity programs; job analysis, description, and classification; salary and pay classification; workforce planning; labor and employee relations, including grievance procedures; promotion and disciplinary review; and benefit planning and administration.</p>
46	Director of Human Services	<p>Oversees and has overall responsibility for over 50 programs ranging from housing and homeless, behavioral health, energy assistance, early childhood education, drug and violence prevention programs, and veteran's assistance, to case management services that help seniors and adults with disabilities remain living in their homes.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in business or public administration or a field directly related to human services and six or more years of progressively responsible supervisory experience directly related to the duties of the position is required.</p>
47	Director of Parks and Recreation	<p>Oversees the direction and administration of the department's parks, recreation and business operations; including the development and implementation of new programs as well as the effective management of existing programs; serves as department's key spokesman in legislative and public affairs.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in recreation and/or park administration or related field and six-year of directly related supervisory related experience.</p>
48	Director of Planning and Public Works	<p>The Director leads a department responsible Structural Engineering, Sustainable Resources, Wastewater Utility, Surface Water Management, Roads Maintenance, Airport and Ferry Services, Resource Management, Development Engineering, Code Enforcement, Current Planning, administration and technical support activities.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree in urban planning, business administration, public administration, engineering or related field; and six years of supervisory experience directly related to the department.</p>
49	District Court Administrator	<p>Provides leadership, vision, and develop a long-term strategy for effective court services including: developing and implementing a long-term judicial branch strategic direction in collaboration with judges, court administrators and staff; identifying and initiating court innovations; developing administrative practices that promote the effective and efficient use of court resources; developing and overseeing compliance with organizational performance standards; overseeing the integration of strategic planning and budget preparation; motivating court personnel; and developing new sources of revenue.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree with major course work in Court Administration, Law, Business or Public Administration, or closely related field; and five or more years of administrative/management experience directly related to the duties of the position</p>
50	Economic Development Specialist	<p>Coordinates and carries out activities relating to commercial, industrial and job development. Performs program implementation, business analysis, commercial and industrial real estate analysis, report writing, community planning and process facilitation, grant writing and general business assistance.</p> <p><u>Minimum Qualifications:</u> Bachelor's degree with major coursework in economics, business administration, public administration or a related discipline is required. Three years experience working in business development, business assistance or business revitalization required.</p>
51	Elections Specialist	<p>Plans, organizes, directs, and evaluates the activities of an assigned election area i.e. voter registration, ballot processing and preparation, elections materials and website. This is a working specialist position. Trains, plans, distributes, and assigns work to volunteer and extra hire staff to accommodate work fluctuations and changes; monitors work compiled and takes corrective action to maintain acceptable quality standards.</p> <p><u>Minimum Requirements:</u> Four years of general clerical experience required.</p>
52	Emergency Management Coordinator 1	<p>Administers, coordinates, develops and implements specific emergency management programs and plans. Coordinate and lead various emergency response activities, including but not limited to search and rescue operations and hazardous materials spill operations.</p> <p><u>Minimum Requirements:</u> Bachelor's degree and three years professional experience in Emergency Management or related activities.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

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53	Engineering Technician 3	<p>Performs complex technical work in the fields of civil engineering, surveying or inspection. Incumbents make calculations, record data, keep records, and inspect materials and projects based upon established standards. Employees work independently and may lead a small group of lower level engineering technicians.</p> <p><u>Minimum Requirements:</u> Two years of college or post-high school technical training and two or more years of progressively responsible related experience.</p>
54	Environmental Biologist 2	<p>Performs advanced technical and professional support work related to environmental issues with an emphasis on wetland management. Conducts site visits to determine or verify the presence of wetlands and identify the wetland categories, analyzing the proposed development activity in relation to its impact on the wetlands.</p> <p><u>Minimum Requirements:</u> Bachelor's degree in botany, biology, environmental studies, fisheries, soil science, wildlife biology or a related field, and three years of related work experience, including a minimum of one year experience delineating wetlands using the Unified Federal Manual and preparing wetland reports is required.</p>
55	Equipment Technician	<p>Performs a wide variety of mechanical, preventative maintenance functions to restore or maintain safe, standard operation of motor vehicles, road maintenance vehicles, and construction equipment.</p> <p><u>Minimum Requirements:</u> Must be able to verify journey level standing as an Equipment Technician by providing one of the following:</p> <ul style="list-style-type: none"> • Certification as Master Technician from Automotive Service Excellence (ASE) • Full journey level status in Automotive Machinists' Union • Four years of work experience as a full-time assistant to a journey level mechanic • Completion of a relevant and recognized apprenticeship program • Must obtain a Driver's License and in some instances a CDL
56	Executive Assistant	<p>Provides a broad range of support for the County Executive dealing with highly complex and confidential matter requiring an advanced level of professionalism and tact. Manages Executive Office administrative staff.</p> <p><u>Minimum Requirements:</u> This position is appointed by the County Executive. Bachelor's degree required.</p>
57	Facilities Maintenance Mechanic	<p>Performs journey level work in one or more trades areas such as carpentry, electrical, HVAC, plumbing, masonry, or related trade area.</p> <p><u>Minimum Requirements:</u> Three or more years of journey-level work experience in one or more of the building, mechanical, electrical, carpentry, plumbing, construction, or related trade areas and provide adequate documentation of such.</p>
58	Family Educator 2	<p>Assists families in accessing a variety of services with emphasis on moving toward self-sufficiency. Facilitates the outreach process of eligible participants, performs in-depth assessment of individual or family needs, and develops individualized plans of action providing counseling and referral services.</p> <p><u>Minimum Requirements:</u> Associate Degree or two year degree in the field of social work, psychology or a field relevant to the program from an accredited institution of higher education required and two years of successful relevant experience is required.</p>
59	Fire Inspector	<p>Performs fire inspection work in securing compliance with fire prevention ordinances and accepted standards for the Fire Prevention Bureau. Inspects places of public assembly, schools, multiple dwelling units, and commercial/industrial buildings for fire hazards, efficiency of fire protection equipment and adequacy of fire escapes and exits.</p> <p><u>Minimum Requirements:</u> Two or more years of experience in fire/building code inspection, fire prevention, fire investigation, or other fire service related work is required.</p>
60	Forensic Investigator	<p>Performs criminal investigation work requiring the performance of complex technical work in the identification of criminal offenders through the collection, preservation and evaluation of physical evidence obtained from crime scenes for the purpose of criminal identification and prosecution.</p> <p><u>Minimum Requirements:</u> High school graduation or G.E.D... certificate and two (2) years of experience in either one or a combination of the following areas is required:</p> <ul style="list-style-type: none"> • Crime Scene Investigation - Crime scene searching; physical evidence collection, preservation and processing; crime scene sketching and crime scene photography. • Fingerprinting - Working knowledge of the science of friction skin with primary emphasis on fingerprint classification, searching, comparison and filing of fingerprints, including latent fingerprints. Knowledge of techniques utilized in the recovery of latent fingerprints. <p>United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

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61	Gardener 1	<p>Cultivates and cares for ornamental plants and lawns on organization properties. Mows lawns, fertilizes, prunes, trims, sprays and transplants plants, shrubs and trees.</p> <p><u>Minimum Requirements:</u> One or more years of experience working in a green house, nursery or closely related field. Possession of or ability to obtain a valid Washington State Public Pesticide License.</p>
62	GIS Cartographer 2	<p>Provides technical skills for various County divisions and organizations for the use of current GIS (Geographic Information Systems) and cartographic technologies. Creates, maintains, and updates County spatial layers and maps.</p> <p><u>Minimum Requirements:</u> Associates degree in geography, engineering, GIS or related field and two or more years of digital (computerized) mapping, related field work or applied use of GIS technology experience for a municipal planning/zoning office, surveyor, or civil engineering office.</p>
63	GIS Programmer/Engineer 2	<p>Performs senior-level professional, technical, analytical, and customer-oriented work in the GIS Division of the Information Technology Services. Provides technical services and expertise to IT GIS clients for the use of enterprise GIS technologies, GIS data construction, programming, database management, GIS analysis, system implementation and project management.</p> <p><u>Minimum Requirements:</u> Bachelors Degree in Science, Technology, Engineering, Geography or related field and four or more years of information technology/GIS experience required.</p>
64	GIS Specialist	<p>Assists a department in the application definition, development, coordination, and implementation of a database management system through an automated geographic information system (GIS).</p> <p><u>Minimum Requirements:</u> Bachelor's degree with major coursework in planning, geography, engineering, computer science, or related field and two or more years experience in planning, systems development and design, cartography, programming, or related field is required, which includes at least one or more years work experience and/or formal coursework involving geographic information systems.</p>
65	Grant Accountant 1	<p>Performs professional grant accounting work for various departments, maintaining and operating a general accounting system utilizing federal, state, and local regulatory requirements.</p> <p><u>Minimum Requirements:</u> Bachelor's degree with major coursework in accounting, business, public administration or related discipline applicable to position and one or more years experience in governmental accounting, auditing, budgeting, or closely related field is required.</p>
66	Heavy Equipment Operator	<p>Performs highly skilled, journey-level work responsible for operating heavy-duty construction equipment, performing a wide variety of construction and maintenance work and serving as a lead worker for various Planning and Public Works projects.</p> <p><u>Minimum Requirements:</u> Completion of a minimum of six months experience as an Equipment Operator or two or more years of experience in the operation and maintenance of heavy construction equipment. A Washington State Commercial Driver's License (Class A with air brake restriction removed and tank endorsement) is required.</p>
67	Human Resources Analyst	<p>Performs a wide variety of human resource functions including recruitment, pre-employment testing, classification and compensation analysis, job analysis, and may assist with Labor Relations activities.</p> <p><u>Minimum Requirements:</u> Bachelor's degree in human resources management, public or business administration or a closely related field and two years of professional human resource experience which includes recruitment and classification experience.</p>
68	Internal Auditor 2	<p>Performs professional auditing and review work for the Finance Department designing, scheduling, and performing audits, reviews and investigations of the operations of the organization and its subcontractors.</p> <p><u>Minimum Requirements:</u> Bachelor's degree with major coursework in accounting, business administration or related field and two or more years of auditing experience in the private and/or public sector.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

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69	IT Manager - Infrastructure and Operations	<p>Sets the strategic and tactical direction for IT operations. Provides primary direction and supervision to IT staff who are responsible for the fiscal, operational planning, acquisition, deployment, security and support of information technology infrastructure technologies to include voice, data communication systems, including but not limited to local and wide area networks (LAN/WAN, WIFI, Cellular) routers, switches, servers, email, virtual server infrastructure, security systems (firewalls, load balancer, anti-virus systems, etc.), tier II / tier III data centers, IDF/MPOE, UPS, fire suppression systems, environmental, wiring, cable management, cabinets w/ seismic bracing, business continuity (i.e., backup / recovery plans / systems, disaster recovery plans / systems, hardware / firmware patching standards) for the organization.</p> <p><u>Minimum Requirements:</u> A Bachelor of Arts or Bachelor of Science degree in information technology, computer sciences, business, engineering or related field required and eight or more years of IT infrastructure and operations experience, including five years or more of complex project management experience and four or more years supervising technology professionals is required.</p>
70	IT Software Engineer 2	<p>Performs senior-level professional functions in software programming and analysis, providing technical expertise to departments and agencies in multiple areas and manages software development projects.</p> <p><u>Minimum Requirements:</u> Bachelor's degree in computer science or related field and three or more years of information technology experience required.</p>
71	IT Systems Engineer 2	<p>Performs technical, analytical, and customer-oriented work within the areas of Server Systems, User Systems, Network Systems, Data Center Facilities and the Service Desk. This position provides technical expertise and analysis to IT Operations clients in a broad range of information technology disciplines areas. Work involves delivering services that help optimize the use of information technology to the highest benefit of the organization.</p> <p><u>Minimum Requirements:</u> A Bachelor's degree in information technology, computer sciences, business, public administration or related field and four or more years of information technology experience required.</p>
72	IT Technician	<p>Provides technical, analytical, and customer-oriented work for Information Technology Services. Performs a wide range of technology functions including data processing, application testing, business analysis, data administration, database development, desktop environment, networking, systems administration, geographic information sciences and/or systems integration, and data auditing.</p> <p><u>Minimum Requirements:</u> An Associate of Arts or Associate of Science degree in computer sciences, engineering, or related field and two or more years of related technology experience.</p>
73	Judicial Assistant for Superior Court	<p>Performs the statutorily required functions of Superior Court clerk and bailiff, as well as administrative assistant to the Superior Court Judge. Prepares a written record of all court proceedings.</p> <p><u>Minimum Requirements:</u> This position is appointed by a Superior Court Judge. Minimum requirements are determined by the appointing Judge. Most incumbents have previous legal experience and knowledge of court rules.</p>
74	Juvenile Court Manager of Detention and Facilities	<p>Plans, directs, and coordinates the activities of the detention, medical, food services, and facilities of the Juvenile Court.</p> <p><u>Minimum Requirements:</u> A Bachelor's Degree with course work in corrections, social work, management or a closely related field and at least 5 years experience in the juvenile justice field with at least 2 years of which must have been in a supervisory position, in which compensated employees were supervised.</p>
75	Juvenile Detention Officer 2	<p>Provides custodial supervision and care for juvenile offenders detained by the Juvenile Court. Manages residents on a 24 hour a day, 7 day a week basis ensuring the welfare, safety and security of the residents and for assuring that the juveniles are clean, fed, healthy and safe.</p> <p><u>Minimum Requirements:</u> Completion of two years of post high school education in the social sciences, corrections, or related field; or two years paid or volunteer experience in the guidance, discipline and supervision of delinquent juveniles; and one year of experience as a Detention Specialist I or comparable position. Must have satisfactorily completed the Training Academy at the Washington State Criminal Justice Training Commission as well as required agency training.</p>

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2018 TOTAL COMPENSATION SURVEY**

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76	Juvenile Probation Counselor 2	Provides probation counseling, intake, and casework services for dependent or delinquent juveniles referred to the juvenile court. Provides professional diagnosis treatment plans and selective counseling for the more serious and complex cases, taking into consideration the nature of the offense, the dynamics of the offender and the availability of appropriate community resources. <u>Minimum Requirements:</u> Bachelor's degree with major course work in the criminal justice and juvenile systems, social or behavior sciences or related field and one or more years experience in juvenile probation counselor work, social work, court services, or counseling.
77	Labor Relations Analyst 2	Negotiates collective bargaining agreements which may include representing the organization during the mediation process. Advises and counsels managers and supervisors on matters pertaining to collective bargaining and labor relations activities, conducting investigations on allegations of employee misconduct and grievances filed. <u>Minimum Requirements:</u> Bachelor's degree in human resource management, labor relations, public or business administration, or closely related field and four years of labor relations experience is required.
78	Law Librarian	Under the general guidance of the Law Library Director, the Law Librarian performs professional-level library duties with an emphasis in the areas of public legal reference services and technical services. <u>Minimum Requirements:</u> Master's degree in Library Science and one year law librarian experience is required.
79	Legal Assistant 2	Performs moderately complex technical work in support of court or legal office functions which require independent judgement within policy guidelines and considerable knowledge of legal terminology, processes, and procedures. <u>Minimum Requirements:</u> A minimum of one year progressive, responsible experience as a legal assistant, legal secretary or related legal staff support function.
80	Legal Processing Assistant 2 - District Court	Performs a wide variety of clerical activities associated with case processing. Processes and/or prepares warrants, citations, subpoenas, summonses, motions, notices, and other legal documents. Constructs and maintains case files and court records. <u>Minimum Requirements:</u> High School diploma or G.E.D... equivalent and at least two years clerical experience,
81	Maintenance Technician	Performs skilled work in the operation of heavy construction and maintenance equipment for the Planning and Public Works Department. Drives and/or operates trucks and other construction and maintenance equipment, including special attachments and/or towing trailer-mounted equipment. <u>Minimum Requirements:</u> Six months or more experience operating and maintaining Class I and II equipment or a combination of experience and training that would demonstrate the ability to perform the duties of the position. A Washington State Commercial Driver's License with air brake restriction removed and tank endorsement is required.
82	Maintenance Worker	Performs a variety of skilled and semi-skilled maintenance tasks to roadways, roadway shoulders and related structures such as bridges, guard rails and guard rail posts. Cuts brush, trees and other vegetation on the right of way assisting in the landscaping of road rights-of-way and in the planting and maintenance of a variety of ground cover, plants and trees. Considered an entry-level position. <u>Minimum Requirements:</u> One or more years of experience performing skilled or semi-skilled labor such as road maintenance, landscaping, or heavy construction. Possession of a valid Washington State Driver's License and a safe driving record is required.
83	Medicolegal Death Investigator	Conducts technical work in the office of the Medical Examiner performing the investigation of deaths as mandated by RCW 68.50, make preliminary determinations regarding jurisdiction, examine death scenes and transport human remains. Assists with autopsies as required. <u>Minimum Requirements:</u> Education and/or training equivalent to two years of college, community college, university, law enforcement, or military in the fields of nursing, natural science, forensic science, paramedical or criminal justice is required. Registry Certification with the American Board of Medicolegal Death Investigation (ABMDI) is required within two years of employment.
84	Office Assistant 2	Performs varied administrative and clerical support work for various departments and offices within the organization. <u>Minimum Requirements:</u> One year of general clerical work experience.

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2018 TOTAL COMPENSATION SURVEY**

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85	Paralegal 2	Performs advanced legal work performed in support of the Prosecuting Attorney's Office. Prepares case files and reports; determines whether referred cases meet established legal criteria; gathers evidence to proceed with contempt; evaluates employment and financial records, and determines asset investigation follow through. <u>Minimum Requirements:</u> Graduation from a two-year paralegal course and two years of legal experience. Valid Washington State driver's license required.
86	Parks and Recreation Manager	Supervises, plans and organizes recreational programs, maintenance programs and staff, ensuring park facilities and programs are safe, clean and meet the public's recreational needs. Oversees one or more large public facilities and programs or services centralized in a geographic zone developing effective facility management programs, managing the properties, developing, scheduling and supervising work priorities. <u>Minimum Requirements:</u> Bachelor's Degree in Parks and Recreation, Business Administration or related field and four or more years of experience in parks and recreation services related to maintenance, operations and programming of public facilities, which includes at least two years of supervisory level and facility management experience.
87	Parks Maintenance Technician 1	Performs a wide variety of maintenance and repair tasks for grounds, buildings, structures, and equipment within the Parks and Recreation Department. <u>Minimum Requirements:</u> Two or more years work experience in the construction, maintenance trades, landscaping, golf maintenance, or related parks management areas. Possession of, or the ability to obtain, a valid Washington State Driver's license. Possession of, or the ability to obtain, a valid First Aid Certification including CPR.
88	Payroll Specialist	Assists in the coordination of organization wide payroll input, accurate payroll output of payroll warrants, expenditures, tax reports, and ensuring compliance with regulations and internal policies governing payroll administration. <u>Minimum Requirements:</u> Associate's degree in Accounting or Business Management and four years of accounting/payroll experience, including experience working with collective bargaining agreements and contracts.
89	Permit and Development Counter Technician	Issues and receives a wide variety of applications and permits, coordinates their flow, and maintains related records. Provides information to the public on various permit requirements and related issues. <u>Minimum Requirements:</u> A High school diploma or equivalent with a minimum of two years of progressively responsible experience in general office work, issuance of permits, and/or dealing with the public on a person-to-person basis.
90	Planner 3	Performs highly skilled planning tasks and functions involving design, review, and implementation of a variety of planning projects, as well as support to various boards and commissions. Serves as a subject matter expert providing direction on program specifics and may act as a lead worker. <u>Minimum Requirements:</u> Bachelor's degree in planning or related field and three years of related planning work
91	Planning and Public Works Maintenance Supervisor	Performs mid-level supervisory work directing subordinate front-line supervisors, and/or crews or specific work programs in the operation, construction, maintenance, and repair of roads and bridges, sewer infrastructure, surface water management infrastructure, solid waste infrastructure, ferries, airports, and other facilities and related structures and grounds. <u>Minimum Requirements:</u> Four years of progressively responsible work experience related to infrastructure maintenance which includes lead or supervisory experience is required.
92	Planning Manager	Serves as a department division head or sub-division head within Planning and Public Works. Manages the development, implementation and administration of organization-wide initiatives, regulations, plans and priority projects, strategic plans, contracts, and department programs. <u>Minimum Requirements:</u> Bachelor's degree in planning, public or business administration or related field and five years of experience in local, county, or state planning. Two years supervisory experience required.
93	Plans Examiner 2	Performs skilled technical work in the Planning and Public Works Department. Reviews commercial and residential building construction plans for completeness, accuracy and compliance with building, fire, plumbing, mechanical and other codes. <u>Minimum Requirements:</u> Associate's degree in Building Technology, Engineering, Architecture or a related field and three or more years experience in building/fire inspection or plans examining. I.C.C.. Plans Examiner certification is required.

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

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94	Pre-Trial Services Case Coordinator 2	Performs professional screening and case management work for the Clerk of the Superior Court. Assesses and monitor arrested and charged persons who are involved in legal proceedings in Superior Court. Conducts in-depth risk assessments to determine suitability for release into the community based on personal recognizance, making recommendations to Superior Court Judges in open court and monitors conditions of pre-trial release as set by Superior Court Judge. <u>Minimum Requirements:</u> Bachelor's Degree in Sociology, Psychology, Criminal Justice or a related field plus one or more years of progressively responsible experience in criminal justice services to include in-person interviewing, assessment and monitoring.
95	Procurement and General Services Manager	Supervises Purchasing, Contracting, Contract Compliance, General Services (including Records Management), and Fleet Services for the organization. <u>Minimum Requirements:</u> Bachelor's degree in business administration, economics or public administration or closely related field, and three or more years of experience directly related to the duties of the position.
96	Property Room Officer	Perform a variety of tasks relating to the storage and safekeeping of property and evidence. <u>Minimum Requirements:</u> High School diploma or G.E.D... equivalent is required. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.
97	Recording and Licensing Technician 2	Performs a variety of complex office support and/or field work in the Recording/ Licensing Division. Assists customers in licensing (business, marriage, vehicle, animal, passports), recording, real estate excise taxes and cashiering. <u>Minimum Requirements:</u> Recording Unit: Three years of general clerical experience with one year of cashiering experience required. Licensing Unit: Three years of general clerical experience and Vehicle Field System Certification required (VFS certification includes 1800 hours of training on the Vehicle Field System.)
98	Recreation Supervisor	Coordinates organization-wide recreation and youth sports program programs for the Parks and Recreation Services Department, directing the selection, supervision and evaluation of assigned staff. <u>Minimum Requirements:</u> Bachelors' Degree in Parks and Recreation Administration or related field and four years of experience in recreation which includes at least two years of supervisory level experience.
99	Registered Nurse Case Manager	Provides nursing consultation services and nurse service visits to older and adult disabled clients, collaborates with health care professionals in a clinical team setting, and provides case management services and authorization of in-home care and ancillary services to Medicaid Personal Care eligible clients. Provides training, monitoring and oversight of home-care providers in the client's home. <u>Minimum Requirements:</u> Current, non-restricted license to practice as a RN in the State of Washington and a valid driver's license. Bachelor's Degree in Nursing from a NLN accredited institution or RN with a Bachelors of Arts in a Social Services related field required. Community-based nursing experience essential.
100	Right-of-Way Agent 2	Performs highly responsible work in the field of land acquisition and property management. Conducts appraisals, acquires easement and fee interests in real property, property management problems and basic relocation assistance, and provides leadership to lower level agents. <u>Minimum Requirements:</u> Bachelor's degree with major course work in real estate or related discipline and one year of related experience is required.
101	Risk Manager	Oversees the risk management program for the organization. Coordinates and facilitates risk management activities including all matters pertaining to potential and active litigation and investigations to ensure claims are handled in an efficient and responsible manner. Coordinates and facilitates the organization's medical, dental and life insurance benefits, workers' compensation, and deferred compensation programs. <u>Minimum Requirements:</u> Bachelor's degree in business, insurance, risk management, safety engineering or related field; and five years of experience at a risk management or insurance entity which includes considerable knowledge of business administration and business law is required,

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Benchmark Job Summaries

Instructions: Please complete the table on the next page by matching your organization's jobs to Pierce County's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 70% match.

#	SURVEY JOB TITLE	Description of Work
102	Social Service Program Specialist 2	<p>Performs technical work coordinating contract and monitoring processes for organization funded social service programs. Leads projects in the areas of data analysis and impact evaluation and/or contract procurement, writing, and monitoring processes of social service programs.</p> <p><u>Minimum Requirements:</u> Bachelor's degree in public or business administration or social work, or a related field and two years of professional social services work experience which includes work with related programs, contracts, planning, or services required.</p>
103	Superior Court Administrator	<p>Oversees overall operation of the County Superior Court. Accomplishes the Court's mission of promoting respect for law, society, individual rights; providing an open, accessible, and effective forum for the resolution of cases; resolving matters in a just, efficient and timely manner; assuring the dignified and fair treatment of all parties.</p> <p><u>Minimum Requirements:</u> Bachelor's Degree in a related field from an accredited college or university, plus five (5) or more years of experience as a court or criminal justice manager or administrator</p>
104	Traffic Sign Technician	<p>Installs, maintains, and repairs highway signs, sign supports, pavement markings, and traffic control devices.</p> <p><u>Minimum Requirements:</u> One or more years of related work experience</p>
105	Traffic Signal Technician 2	<p>Installs and maintains electrical and electronic traffic control and road illumination systems.</p> <p><u>Minimum Requirements:</u> Three or more years of experience in traffic signal installation or closely related field is required.</p>
106	Victim Services Specialist	<p>Provides services and case management for victims of domestic violence and their children.</p> <p><u>Minimum Requirements:</u> Bachelor's degree with major coursework in social work psychology or other human services field. Minimum two years case management experience (domestic violence experience desired).</p>
107	Wastewater Maintenance Specialist - Mechanical	<p>Performs highly skilled maintenance work involving preventative and corrective mechanical activities in the Planning and Public Works Department, Wastewater Treatment Plant and Collection System Operations. Maintains, troubleshoots and repairs of a wide range of mechanical equipment such as pumps, pipes, valves, screw augers, elevators, filter systems, combustion engines, shredders, grinders, blowers, chemical feed/filter systems and other complex machinery throughout the system.</p> <p><u>Minimum Requirements:</u> High school diploma or GED and two (2) years of apprenticeship training from a recognized vocational technical school or training program. A minimum of five (5) years of experience in the maintenance and repair of mechanical, pumping, or collection system is required. Within the first twelve months, individuals must have the ability to obtain a Commercial Driver's License (CDL) Class "A" (Tank Vehicle) endorsement and Wastewater Collections Specialist Certification.</p>
108	Wastewater Maintenance Technician	<p>Performs skilled maintenance work for the Planning and Public Works Department. Performs manual work or routine equipment operation associated with the maintenance, inspection, operation and repair of the Wastewater Collections system. This is the second level position of the Wastewater Maintenance Series. The series consists of Wastewater Maintenance Worker, Wastewater Maintenance Technician and Wastewater Maintenance Specialist</p> <p><u>Minimum Requirements:</u> Three years' experience in the wastewater field or related field i.e., construction, electronics, etc.</p>
109	Wastewater Operations Manager	<p>Performs responsible supervisory, administrative, technical and managerial work involving the Wastewater Treatment Facility, biosolids management, fertilizer manufacturing plant, and reclaimed water. Directs daily plant operations to include budget, technical applications of all treatment processes, personnel management, training and budget development and control. Position is legally responsible under Washington Administrative Code for operation of the Wastewater Treatment Facility in compliance with State National Pollutant Discharge Elimination System (NPDES) permit and Industrial Pretreatment Program.</p> <p><u>Minimum Requirements:</u> Bachelor's degree in Environmental Sciences, Biology Management or a related discipline and eight (8) years' experience in Wastewater Treatment plants, five (5) of which must be in a supervisory position of a Secondary Wastewater Treatment Plant. Individual must possess a valid State of Washington Wastewater Treatment Plant Operator IV License.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

Benchmark Job Summaries

Instructions: Please complete the table on the next page by matching your organization's jobs to Pierce County's positions. Summary Job Descriptions are included to help you with the matching. These jobs may not match exactly to those in your organization, but please provide information for those job titles that are at least an 70% match.

#	SURVEY JOB TITLE	Description of Work
110	Wastewater Treatment Plant Operator 3	<p>Performs technical, skilled work in the operation and maintenance of a wastewater treatment plant and related facilities. Ensures proper and safe operation of treatment plant equipment and processes used in stabilizing solids, and ensuring a safe effluent for receiving waters. Supervises, trains, and instructs lower level Plant Operators.</p> <p><u>Minimum Requirements:</u> High school graduation and a minimum of two (2) years of continuing education at a trade school or community college in wastewater treatment processes is required. At least four (4) years of work experience with demonstrated progressive knowledge of treatment plant operations is required. Must possess a valid Group III Operator's Certification as required by the State of Washington.</p>
111	Wastewater Treatment Plant Pretreatment Technician	<p>Conducts both the Industrial Pretreatment Program and laboratory analysis of environmental samples, in support of the Wastewater Treatment Plant. Acts as the organization's representative to industries discharging to the sewers, with the responsibility of making sure they are in compliance with applicable federal, state, and local pretreatment regulations.</p> <p><u>Minimum Requirements:</u> Bachelor's Degree in a natural or physical science discipline with at least 18 quarter-hours (12 semester hours) of laboratory theory and laboratory course work in Chemistry.</p>
112	Water Quality Specialist 3	<p>Performs both office and field work and is responsible for leading inspections of public and private stormwater facilities, monitoring programs, and for providing technical assistance on compliance to facility owners and operators. Correspond with citizens, engineers, contractors, and other agencies in matters of spill prevention, water quality protection, and stormwater management.</p> <p><u>Minimum Requirements:</u> Four years of college or post-high school technical training and three or more years of progressively responsible related experience.</p>

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

	Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 37.5, 35hrs)	Degree of Match <small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	Scheduled Pay Ranges (effective 12/01/18)	
						ANNUAL Base Pay Minimum	ANNUAL Base Pay Maximum
1	Accountant 2		[Please Select]	[Please Select]	[Please Select]		
2	Accounting Assistant 2		[Please Select]	[Please Select]	[Please Select]		
3	Accounts Payable Supervisor		[Please Select]	[Please Select]	[Please Select]		
4	Administrative Assistant		[Please Select]	[Please Select]	[Please Select]		
5	Administrative Program Manager 1		[Please Select]	[Please Select]	[Please Select]		
6	Adult Probation Officer 2		[Please Select]	[Please Select]	[Please Select]		
7	Animal Control Officer		[Please Select]	[Please Select]	[Please Select]		
8	Appraiser 1		[Please Select]	[Please Select]	[Please Select]		
9	Appraiser 3		[Please Select]	[Please Select]	[Please Select]		
10	Asset Management Specialist 3		[Please Select]	[Please Select]	[Please Select]		
11	Assistant Director of Information Technology		[Please Select]	[Please Select]	[Please Select]		
12	Benefits Specialist		[Please Select]	[Please Select]	[Please Select]		
13	Budget Analyst		[Please Select]	[Please Select]	[Please Select]		
14	Budget and Fiscal Manager		[Please Select]	[Please Select]	[Please Select]		
15	Building Inspector		[Please Select]	[Please Select]	[Please Select]		
16	Bureau Chief		[Please Select]	[Please Select]	[Please Select]		
17	Buyer, Senior		[Please Select]	[Please Select]	[Please Select]		
18	Case Manager		[Please Select]	[Please Select]	[Please Select]		
19	Chief Operating Officer		[Please Select]	[Please Select]	[Please Select]		
20	Civil Engineer 2		[Please Select]	[Please Select]	[Please Select]		
21	Classification and Compensation Manager		[Please Select]	[Please Select]	[Please Select]		
22	Code Enforcement Officer		[Please Select]	[Please Select]	[Please Select]		
23	Communications Specialist		[Please Select]	[Please Select]	[Please Select]		
24	Community Program Educator 1		[Please Select]	[Please Select]	[Please Select]		
25	Community Service Officer		[Please Select]	[Please Select]	[Please Select]		
26	Computer Systems Business Analyst 2-JT		[Please Select]	[Please Select]	[Please Select]		
27	Construction Project Manager 3		[Please Select]	[Please Select]	[Please Select]		
28	Contracts Coordinator		[Please Select]	[Please Select]	[Please Select]		
29	Correctional Technician		[Please Select]	[Please Select]	[Please Select]		
30	Council Administrative 2		[Please Select]	[Please Select]	[Please Select]		
31	Council Research 2		[Please Select]	[Please Select]	[Please Select]		
32	Council Senior Legislative Analyst		[Please Select]	[Please Select]	[Please Select]		
33	Council, Clerk to the		[Please Select]	[Please Select]	[Please Select]		
34	County Attorney 2		[Please Select]	[Please Select]	[Please Select]		
35	County Engineer		[Please Select]	[Please Select]	[Please Select]		
36	Court Reporter		[Please Select]	[Please Select]	[Please Select]		
37	Crime Research Analyst		[Please Select]	[Please Select]	[Please Select]		
38	Crime Victim Advocate 1		[Please Select]	[Please Select]	[Please Select]		
39	Custodian 1		[Please Select]	[Please Select]	[Please Select]		

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

	Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 37.5, 35hrs)	Degree of Match <small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	Scheduled Pay Ranges (effective 12/01/18)	
						ANNUAL Base Pay Minimum	ANNUAL Base Pay Maximum
40	Department Computer Support Specialist 2		[Please Select]	[Please Select]	[Please Select]		
41	Deputy Director of Finance		[Please Select]	[Please Select]	[Please Select]		
42	Deputy Fire Marshal		[Please Select]	[Please Select]	[Please Select]		
43	Director of Communications		[Please Select]	[Please Select]	[Please Select]		
44	Director of Facilities Management		[Please Select]	[Please Select]	[Please Select]		
45	Director of Human Resources		[Please Select]	[Please Select]	[Please Select]		
46	Director of Human Services		[Please Select]	[Please Select]	[Please Select]		
47	Director of Parks and Recreation		[Please Select]	[Please Select]	[Please Select]		
48	Director of Planning and Public Works		[Please Select]	[Please Select]	[Please Select]		
49	District Court Administrator		[Please Select]	[Please Select]	[Please Select]		
50	Economic Development Specialist		[Please Select]	[Please Select]	[Please Select]		
51	Elections Specialist		[Please Select]	[Please Select]	[Please Select]		
52	Emergency Management Coordinator 1		[Please Select]	[Please Select]	[Please Select]		
53	Engineering Technician 3		[Please Select]	[Please Select]	[Please Select]		
54	Environmental Biologist 2		[Please Select]	[Please Select]	[Please Select]		
55	Equipment Technician		[Please Select]	[Please Select]	[Please Select]		
56	Executive Assistant		[Please Select]	[Please Select]	[Please Select]		
57	Facilities Maintenance Mechanic		[Please Select]	[Please Select]	[Please Select]		
58	Family Educator 2		[Please Select]	[Please Select]	[Please Select]		
59	Fire Inspector		[Please Select]	[Please Select]	[Please Select]		
60	Forensic Investigator		[Please Select]	[Please Select]	[Please Select]		
61	Gardener 1		[Please Select]	[Please Select]	[Please Select]		
62	GIS Cartographer 2		[Please Select]	[Please Select]	[Please Select]		
63	GIS Programmer/Engineer 2		[Please Select]	[Please Select]	[Please Select]		
64	GIS Specialist		[Please Select]	[Please Select]	[Please Select]		
65	Grant Accountant 1		[Please Select]	[Please Select]	[Please Select]		
66	Heavy Equipment Operator		[Please Select]	[Please Select]	[Please Select]		
67	Human Resources Analyst		[Please Select]	[Please Select]	[Please Select]		
68	Internal Auditor 2		[Please Select]	[Please Select]	[Please Select]		
69	IT Manager - Infrastructure and Operations		[Please Select]	[Please Select]	[Please Select]		
70	IT Software Engineer 2		[Please Select]	[Please Select]	[Please Select]		
71	IT Systems Engineer 2		[Please Select]	[Please Select]	[Please Select]		
72	IT Technician		[Please Select]	[Please Select]	[Please Select]		
73	Judicial Assistant for Superior Court		[Please Select]	[Please Select]	[Please Select]		
74	Juvenile Court Manager of Detention and Facilities		[Please Select]	[Please Select]	[Please Select]		
75	Juvenile Detention Officer 2		[Please Select]	[Please Select]	[Please Select]		
76	Juvenile Probation Counselor 2		[Please Select]	[Please Select]	[Please Select]		
77	Labor Relations Analyst 2		[Please Select]	[Please Select]	[Please Select]		
78	Law Librarian		[Please Select]	[Please Select]	[Please Select]		
79	Legal Assistant 2		[Please Select]	[Please Select]	[Please Select]		
80	Legal Processing Assistant 2 - District Court		[Please Select]	[Please Select]	[Please Select]		

**PIERCE COUNTY, WASHINGTON
2018 TOTAL COMPENSATION SURVEY**

	Job Title	Matching Title	FLSA Status (Exempt or Non-Exempt)	Work Week Definition (40hrs, 37.5, 35hrs)	Degree of Match <small>("+" means my organization's job has greater responsibilities; "=" means my organization's job has equal responsibilities; "-" means my organization's job has less responsibilities)</small>	Scheduled Pay Ranges (effective 12/01/18)	
						ANNUAL Base Pay Minimum	ANNUAL Base Pay Maximum
81	Maintenance Technician		[Please Select]	[Please Select]	[Please Select]		
82	Maintenance Worker		[Please Select]	[Please Select]	[Please Select]		
83	Medicolegal Death Investigator		[Please Select]	[Please Select]	[Please Select]		
84	Office Assistant 2		[Please Select]	[Please Select]	[Please Select]		
85	Paralegal 2		[Please Select]	[Please Select]	[Please Select]		
86	Parks and Recreation Manager		[Please Select]	[Please Select]	[Please Select]		
87	Parks Maintenance Technician 1		[Please Select]	[Please Select]	[Please Select]		
88	Payroll Specialist		[Please Select]	[Please Select]	[Please Select]		
89	Permit and Development Counter Technician		[Please Select]	[Please Select]	[Please Select]		
90	Planner 3		[Please Select]	[Please Select]	[Please Select]		
91	Planning and Public Works Maintenance Supervisor		[Please Select]	[Please Select]	[Please Select]		
92	Planning Manager		[Please Select]	[Please Select]	[Please Select]		
93	Plans Examiner 2		[Please Select]	[Please Select]	[Please Select]		
94	Pre-Trial Services Case Coordinator 2		[Please Select]	[Please Select]	[Please Select]		
95	Procurement and General Services Manager		[Please Select]	[Please Select]	[Please Select]		
96	Property Room Officer		[Please Select]	[Please Select]	[Please Select]		
97	Recording and Licensing Technician 2		[Please Select]	[Please Select]	[Please Select]		
98	Recreation Supervisor		[Please Select]	[Please Select]	[Please Select]		
99	Registered Nurse Case Manager		[Please Select]	[Please Select]	[Please Select]		
100	Right-of-Way Agent 2		[Please Select]	[Please Select]	[Please Select]		
101	Risk Manager		[Please Select]	[Please Select]	[Please Select]		
102	Social Service Program Specialist 2		[Please Select]	[Please Select]	[Please Select]		
103	Superior Court Administrator		[Please Select]	[Please Select]	[Please Select]		
104	Traffic Sign Technician		[Please Select]	[Please Select]	[Please Select]		
105	Traffic Signal Technician 2		[Please Select]	[Please Select]	[Please Select]		
106	Victim Services Specialist		[Please Select]	[Please Select]	[Please Select]		
107	Wastewater Maintenance Specialist - Mechanical		[Please Select]	[Please Select]	[Please Select]		
108	Wastewater Maintenance Technician		[Please Select]	[Please Select]	[Please Select]		
109	Wastewater Operations Manager		[Please Select]	[Please Select]	[Please Select]		
110	Wastewater Treatment Plant Operator 3		[Please Select]	[Please Select]	[Please Select]		
111	Wastewater Treatment Plant Pretreatment Technician		[Please Select]	[Please Select]	[Please Select]		
112	Water Quality Specialist 3		[Please Select]	[Please Select]	[Please Select]		

Appendix B - Detailed Market Data

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Accountant 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Accountant	40.0	\$60,118	\$65,071	\$70,023
City of Tacoma, WA	Accountant, Senior	40.0	\$69,950	\$77,490	\$85,030
Clark County, WA	Accountant	40.0	\$49,286	\$56,129	\$62,971
King County, WA	Accountant - Senior	40.0	\$66,315	\$75,186	\$84,058
Kitsap County, WA	Financial Analyst	40.0	\$63,826	\$75,903	\$87,979
Multnomah County, OR	Finance Specialist 2	40.0	\$60,556	\$67,434	\$74,312
Snohomish County, WA	Accountant II	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	Senior Accountant	37.5	\$63,736	\$74,870	\$86,003
State of Washington	Fiscal Analyst 3	40.0	\$45,412	\$53,236	\$61,060
Thurston County, WA	Accountant	40.0	\$65,530	\$76,343	\$87,156
Washington County, OR	Accountant II	40.0	\$56,863	\$62,989	\$69,115
Pierce County, WA		40.0	\$73,382	\$83,585	\$93,787
<i>Custom Survey Market Average</i>			\$60,193	\$68,339	\$76,486
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			122%	122%	123%
<i>Published Data Sources</i>					
CompAnalyst	Accountant II	40.0	\$54,200	\$66,200	\$79,100
Economic Research Institute	Accountant - Level 2	40.0	\$59,458	\$69,699	\$83,057
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$67,024	\$75,619	\$82,471
Pierce County, WA		40.0	\$73,382	\$83,585	\$93,787
<i>Published Market Average</i>			\$60,227	\$70,506	\$81,543
<i>Pierce County, WA as a % of Published Market Average</i>			122%	119%	115%
Pierce County, WA			\$73,382	\$83,585	\$93,787
<i>Overall Comparator Market Average</i>			\$60,210	\$69,423	\$79,014
Pierce County, WA as a % of Overall Market Average			122%	120%	119%
<i>Adjustment To Reach Market Average</i>			-18%	-17%	-16%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Maintains a variety of accounts, prepares financial reports and statements in accordance with federal, state, and local requirements; maintains a variety of ledgers pertaining to all organization funds; maintains records of fund activities; analyzes and reconciles fund charges and direct necessary fund transfers. The Accountant 2 is the second level of the Accountant series and performs work at a journey level.

MINIMUM REQUIREMENTS

Graduation from a four year college or university with a Bachelor's Degree in Accounting or Business Administration with an emphasis in accounting, and two or more years of professional accounting or auditing experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Accounting Assistant 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Accounting Technician II	40.0	\$47,624	\$50,468	\$53,312
City of Tacoma, WA	Financial Assistant	40.0	\$49,234	\$54,538	\$59,842
Clark County, WA	Accounting Assistant III	40.0	\$41,803	\$47,597	\$53,392
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Fiscal Support Technician	40.0	\$42,323	\$50,322	\$58,321
Multnomah County, OR	Finance Technician	40.0	\$44,088	\$49,039	\$53,990
Snohomish County, WA	Accounting Technician II	40.0	\$43,031	\$47,689	\$52,348
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Fiscal Technician 3	40.0	\$31,878	\$37,013	\$42,149
Thurston County, WA	Accounting Assistant II	40.0	\$44,349	\$51,671	\$58,992
Washington County, OR	Accounting Assistant II	40.0	\$47,439	\$52,488	\$57,537
Pierce County, WA		40.0	\$48,256	\$54,288	\$60,320
<i>Custom Survey Market Average</i>			\$43,530	\$48,981	\$54,431
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			111%	111%	111%
<i>Published Data Sources</i>					
CompAnalyst	Bookkeeper/Accounting Assistant	40.0	\$34,800	\$45,500	\$56,000
Economic Research Institute	Accounting Clerk - Level 2	40.0	\$38,422	\$43,786	\$50,164
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$45,836	\$53,002	\$58,876
Pierce County, WA		40.0	\$48,256	\$54,288	\$60,320
<i>Published Market Average</i>			\$39,686	\$47,429	\$55,013
<i>Pierce County, WA as a % of Published Market Average</i>			122%	114%	110%
Pierce County, WA			\$48,256	\$54,288	\$60,320
<i>Overall Comparator Market Average</i>			\$41,608	\$48,205	\$54,722
Pierce County, WA as a % of Overall Market Average			116%	113%	110%
<i>Adjustment To Reach Market Average</i>			-14%	-11%	-9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs budget and accounting work involving the areas of accounts payable, balancing and being custodian of accounts, and/or other accounting support activities as required.

MINIMUM REQUIREMENTS

High school diploma or GED and two years of progressively responsible bookkeeping, accounting, auditing or closely related work experience required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Accounts Payable Supervisor Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Accounting Technician Supervisor	40.0	\$56,372	\$59,736	\$63,100
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Accounting Supervisor	40.0	\$67,577	\$81,510	\$95,444
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Fiscal Support Supervisor	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Accounting Supervisor	37.5	\$69,731	\$81,911	\$94,092
State of Washington	Fiscal Technician Supervisor	40.0	\$34,935	\$40,723	\$46,511
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Custom Survey Market Average</i>			\$57,052	\$66,247	\$75,442
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	112%	110%
<i>Published Data Sources</i>					
CompAnalyst	Accounts Payable Supervisor	40.0	\$55,300	\$70,400	\$89,400
Economic Research Institute	Accounts Payable Supervisor - Level 2	40.0	\$61,598	\$71,369	\$84,082
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Published Market Average</i>			\$58,449	\$70,884	\$86,741
<i>Pierce County, WA as a % of Published Market Average</i>			112%	104%	95%
Pierce County, WA			\$65,229	\$73,954	\$82,680
<i>Overall Comparator Market Average</i>			\$57,750	\$68,566	\$81,092
Pierce County, WA as a % of Overall Market Average			113%	108%	102%
<i>Adjustment To Reach Market Average</i>			-11%	-7%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Organizes, manages, conducts and coordinates organization-wide accounts payable functions. Supervises staff that perform accounts payable functions within the Finance Department.

MINIMUM REQUIREMENTS

Associate degree in Accounting, Business Management, or other related field; and three years of experience in accounting/accounts payable, and two years of experience in a supervisory/lead capacity.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Administrative Assistant Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Administrative Specialist	40.0	\$42,387	\$45,878	\$49,369
City of Tacoma, WA	Administrative Assistant	40.0	\$49,234	\$54,538	\$59,842
Clark County, WA	Administrative Assistant	40.0	\$43,855	\$49,960	\$56,065
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Office Support Specialist	40.0	\$42,323	\$50,322	\$58,321
Multnomah County, OR	Executive Specialist	40.0	\$50,976	\$56,702	\$62,429
Snohomish County, WA	Administrative Assistant	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	Administrative Specialist 2	40.0	\$33,647	\$39,525	\$45,402
State of Washington	Administrative Assistant 3	40.0	\$34,935	\$40,723	\$46,511
Thurston County, WA	Administrative Assistant I	40.0	\$46,567	\$54,251	\$61,936
Washington County, OR	Administrative Assistant	40.0	\$51,557	\$57,102	\$62,647
Pierce County, WA		40.0	\$54,080	\$60,726	\$67,371
<i>Custom Survey Market Average</i>			\$45,601	\$51,608	\$57,616
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			119%	118%	117%
<i>Published Data Sources</i>					
CompAnalyst	Administrative Assistant II	40.0	\$38,400	\$49,300	\$62,700
Economic Research Institute	Administrative Assistant - Level 2	40.0	\$42,392	\$49,416	\$58,555
Milliman Surveys - Blended	Executive Secretary / Assistant	40.0	\$65,134	\$73,804	\$79,789
Pierce County, WA		40.0	\$54,080	\$60,726	\$67,371
<i>Published Market Average</i>			\$48,642	\$57,507	\$67,015
<i>Pierce County, WA as a % of Published Market Average</i>			111%	106%	101%
Pierce County, WA			\$54,080	\$60,726	\$67,371
<i>Overall Comparator Market Average</i>			\$47,121	\$54,558	\$62,315
Pierce County, WA as a % of Overall Market Average			115%	111%	108%
<i>Adjustment To Reach Market Average</i>			-13%	-10%	-8%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides administrative services to the head of a department or upper management; make arrangements for meetings and notifies conferees, maintain calendar, arrange for travel, transportation and accommodation, answer questions on status of current projects exercising discretion in the type of information given, make appointment, relay messages of confidential nature.

MINIMUM REQUIREMENTS

Three or more years of progressively responsible clerical/administrative experience which includes experience directly related to the duties of the position.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Administrative Program Manager 1 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Admin Support Supervisor	40.0	\$54,195	\$57,500	\$60,805
City of Tacoma, WA	Office Manager	40.0	\$72,030	\$82,181	\$92,331
Clark County, WA	Administrative Services Manager I	40.0	\$74,571	\$89,960	\$105,349
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Administrative Manager	40.0	\$74,568	\$88,662	\$102,756
Multnomah County, OR	Program Supervisor	40.0	\$61,625	\$78,363	\$95,101
Snohomish County, WA	Administrative Support Supervisor	40.0	\$59,399	\$65,782	\$72,165
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Administrative Services Manager B	40.0	\$46,511	\$54,547	\$62,583
Thurston County, WA	Administrative Services Manager	40.0	\$73,737	\$86,028	\$98,320
Washington County, OR	Administrative Manager	40.0	\$95,519	\$105,788	\$116,056
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$68,017	\$78,757	\$89,496
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	100%	98%
<i>Published Data Sources</i>					
CompAnalyst	Administrative Services Manager	40.0	\$68,800	\$93,000	\$119,300
Economic Research Institute	Administrative Manager - Level 2	40.0	\$53,004	\$62,320	\$74,783
Milliman Surveys - Blended	Office Manager	40.0	\$58,368	\$67,447	\$79,997
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$60,057	\$74,256	\$91,360
<i>Pierce County, WA as a % of Published Market Average</i>			115%	106%	96%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$64,037	\$76,506	\$90,428
Pierce County, WA as a % of Overall Market Average			108%	103%	97%
<i>Adjustment To Reach Market Average</i>			-7%	-3%	3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Manages and oversees the daily administrative operations of a small department or division of a large department. Supervises and coordinates activities of a designated unit; determines work procedures, prepares work schedules and determines methods for expediting workflow.

MINIMUM REQUIREMENTS

Graduation from a four-year college or university with a degree in business or public administration or a related field plus two or more years of experience in an administrative position requiring budgetary and personnel skills.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Adult Probation Officer 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Probation Counselor II	40.0	\$74,064	\$80,095	\$86,127
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Parole and Probation Officer	40.0	\$65,744	\$74,807	\$83,870
Snohomish County, WA	Probation Officer - District Court Prob.	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Probation Officer 2	37.5	\$53,918	\$63,336	\$72,754
State of Washington	Community Corrections Officer 3	40.0	\$51,357	\$60,209	\$69,060
Thurston County, WA	Adult Probation Counselor II	40.0	\$65,530	\$76,343	\$87,156
Washington County, OR	Probation and Parole Officer II	40.0	\$67,645	\$77,011	\$86,378
Pierce County, WA		40.0	\$65,021	\$73,850	\$82,680
<i>Custom Survey Market Average</i>			\$62,275	\$70,810	\$79,344
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	104%	104%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,021	\$73,850	\$82,680
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$65,021	\$73,850	\$82,680
<i>Overall Comparator Market Average</i>			\$62,275	\$70,810	\$79,344
Pierce County, WA as a % of Overall Market Average			104%	104%	104%
<i>Adjustment To Reach Market Average</i>			-4%	-4%	-4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs probation work providing case management for Pierce County District Courts. Performs investigative, general counseling and referral activities for adults placed on probation by the court.

MINIMUM REQUIREMENTS

Bachelor of Arts or a Bachelor of Science degree that provides the necessary education and skills in dealing with complex legal and human issues, as well as competence in making decisions and using discretionary judgment. A course study in sociology, psychology, or criminal justice is preferred. Requires three years of investigation or social casework experience, including two years at a level equivalent to an Adult Probation Officer 1.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Animal Control Officer Protective Service Workers					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Animal Control Officer II	40.0	\$53,881	\$55,960	\$58,039
City of Tacoma, WA	Animal Control & Compliance Officer	40.0	\$50,794	\$56,254	\$61,714
Clark County, WA	Animal Control Officer	40.0	\$47,469	\$54,012	\$60,555
King County, WA	Animal Control Officer	40.0	\$48,720	\$55,238	\$61,755
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Animal Control Officer 2	40.0	\$49,556	\$55,056	\$60,556
Snohomish County, WA	Animal Control Officer	40.0	\$52,318	\$57,927	\$63,536
Spokane County, WA	Animal Protection Officer	37.5	\$37,353	\$43,878	\$50,403
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Animal Services Officer II	40.0	\$50,259	\$55,690	\$61,122
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Custom Survey Market Average</i>			\$48,794	\$54,252	\$59,710
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			106%	107%	108%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$51,688	\$58,188	\$64,688
<i>Overall Comparator Market Average</i>			\$48,794	\$54,252	\$59,710
Pierce County, WA as a % of Overall Market Average			106%	107%	108%
<i>Adjustment To Reach Market Average</i>			-6%	-7%	-8%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Apprehends, controls and transports to confinement loose, unlicensed, injured, abandoned or dangerous animals, both domestic animals and livestock. Investigates reports of animal cruelty and vicious animals, enforcing animal care and control ordinances, including issuing citations and warnings.

MINIMUM REQUIREMENTS

High school diploma or GED. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Appraiser 1 Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Appraiser	40.0	\$75,692	\$82,008	\$88,324
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Real Property Appraiser I	40.0	\$38,852	\$44,197	\$49,543
King County, WA	Residential Appraiser I	40.0	\$57,519	\$65,213	\$72,908
Kitsap County, WA	Appraiser - Residential	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	Property Appraiser 1	40.0	\$53,990	\$60,050	\$66,110
Snohomish County, WA	Residential Appraiser I	40.0	\$47,442	\$52,555	\$57,669
Spokane County, WA	Residential Appraiser	37.5	\$42,320	\$49,713	\$57,105
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match (Only Senior Level)		NA	NA	NA
Washington County, OR	Appraiser 1, Property	40.0	\$52,787	\$58,480	\$64,173
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$52,261	\$58,883	\$65,506
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			117%	118%	119%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	Appraiser Residential - Level 1	40.0	\$54,698	\$64,704	\$77,923
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			\$54,698	\$64,704	\$77,923
<i>Pierce County, WA as a % of Published Market Average</i>			112%	107%	100%
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$53,479	\$61,794	\$71,715
Pierce County, WA as a % of Overall Market Average			115%	112%	108%
<i>Adjustment To Reach Market Average</i>			-13%	-11%	-8%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Inspects and appraises all categories of real and/or personal property to determine values.

MINIMUM REQUIREMENTS

One or more years experience as a Real or Personal Property appraiser and be accredited by the State Department of Revenue.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Appraiser 3 Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Appraiser, Sr..	40.0	\$82,498	\$89,275	\$96,052
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Real Property Appraiser IV	40.0	\$60,277	\$68,563	\$76,848
King County, WA	Residential Appraiser II	40.0	\$66,315	\$75,186	\$84,058
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Property Appraiser 3	40.0	\$72,246	\$80,523	\$88,800
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Appraiser, Senior	40.0	\$53,907	\$62,809	\$71,710
Washington County, OR	Appraiser Senior, Property	40.0	\$71,028	\$78,679	\$86,331
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$67,712	\$75,839	\$83,966
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	104%	105%
<i>Published Data Sources</i>					
CompAnalyst	Appraiser (Commercial Real Estate)	40.0	\$75,300	\$105,100	\$136,200
Economic Research Institute	Appraiser Commercial - Level 3	40.0	\$74,866	\$87,874	\$104,711
Milliman Surveys - Blended	Appraiser - Commercial	40.0	\$53,841	\$71,859	\$83,744
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$68,002	\$88,278	\$108,218
<i>Pierce County, WA as a % of Published Market Average</i>			102%	89%	81%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$67,857	\$82,058	\$96,092
Pierce County, WA as a % of Overall Market Average			102%	96%	92%
<i>Adjustment To Reach Market Average</i>			-2%	4%	9%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs Mass Appraisal of properties that may include: Residential, Commercial, and/or Personal Property, selecting and applying any combination of complex appraisal techniques applicable and necessary to the accuracy and defensible determination of property values.

MINIMUM REQUIREMENTS

Three or more years experience as a Real or Personal Property Appraiser including the appraisal of more complex properties and accreditation by the State Department of Revenue as a Real Property Appraiser is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Asset Management Specialist 3 Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			NA	NA	NA
Pierce County, WA as a % of Overall Market Average			NA	NA	NA
<i>Adjustment To Reach Market Average</i>					

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex technical work in the field of infrastructure asset management. Creates and maintains asset management information from data and makes calculations, performs analysis, keeps records, and conducts quality control based upon established methods or in accordance with general instructions.

MINIMUM REQUIREMENTS

Bachelor's degree in mathematics, engineering, geography or closely related field and two years of progressively responsible experience, including one year as an Asset Management Specialist 2 or equivalent classification.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Assistant Director of Information Technology Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 2	40.0	\$96,248	\$127,513	\$158,779
City of Tacoma, WA	IT Assistant Director	40.0	\$136,469	\$155,709	\$174,949
Clark County, WA	Director Information Technology	40.0	\$108,100	\$130,416	\$152,732
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	IT Deputy Director	40.0	\$103,407	\$124,763	\$146,118
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Information Technology Director	40.0	\$117,640	\$137,247	\$156,853
Washington County, OR	Deputy Chief Infor. Services Officer	40.0	\$116,358	\$128,874	\$141,390
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Custom Survey Market Average</i>			\$113,037	\$134,087	\$155,137
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	103%	102%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$117,165	\$137,657	\$158,150
<i>Overall Comparator Market Average</i>			\$113,037	\$134,087	\$155,137
Pierce County, WA as a % of Overall Market Average			104%	103%	102%
<i>Adjustment To Reach Market Average</i>			-4%	-3%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Administers and manages the Finance Department's Information Technology Division, leading day-to-day operations of the division as conducted by senior professional and technical staff who plan, develop, test, deploy, monitor, and decommission the County's information technology services and telecommunications systems.

MINIMUM REQUIREMENTS

Bachelor's degree in information technology, public administration, or in a related field, and five years of progressively responsible work experience directly related to the duties of the position, including at least five years in a managerial/supervisory capacity.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Benefits Specialist Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Human Resources Specialist	40.0	\$58,573	\$64,865	\$71,157
Clark County, WA	Human Resources Specialist	40.0	\$49,286	\$56,129	\$62,971
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Human Resources Specialist	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	HR Analyst 1	40.0	\$53,350	\$64,020	\$74,691
Snohomish County, WA	Wellness & Benefit Coordinator	40.0	\$65,442	\$72,510	\$79,577
Spokane County, WA	Human Resources Specialist	37.5	\$50,152	\$58,912	\$67,673
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Human Resources Specialist	40.0	\$51,346	\$59,820	\$68,295
Washington County, OR	Human Resources Specialist	40.0	\$58,275	\$64,560	\$70,845
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$54,488	\$62,458	\$70,428
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	111%	110%
<i>Published Data Sources</i>					
CompAnalyst	Benefits Administrator I	40.0	\$42,500	\$55,500	\$76,300
Economic Research Institute	Benefits Administrator - Level 1	40.0	\$51,431	\$59,354	\$70,089
Milliman Surveys - Blended	Benefits Specialist	40.0	\$52,657	\$69,110	\$73,847
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			\$48,863	\$61,321	\$73,412
<i>Pierce County, WA as a % of Published Market Average</i>			126%	113%	106%
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$51,676	\$61,890	\$71,920
Pierce County, WA as a % of Overall Market Average			119%	112%	108%
<i>Adjustment To Reach Market Average</i>			-16%	-11%	-7%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Administers benefits programs which include medical, dental, life and disability insurance, retirement, IRS Section 125 and 457 plans, and/or administering various leave programs and policies.

MINIMUM REQUIREMENTS

Graduation from a four-year college or university with major course work in human resource management, public or business administration or closely related field and one or more years of experience in benefits and/or leave administration.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Budget Analyst Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Budget Analyst	40.0	\$70,050	\$78,133	\$86,217
Snohomish County, WA	Budget Analyst Senior I	40.0	\$79,577	\$88,222	\$96,866
Spokane County, WA	Management and Budget Analyst	37.5	\$52,984	\$62,239	\$71,494
State of Washington	Budget Analyst 2	40.0	\$45,412	\$53,236	\$61,060
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$62,006	\$70,457	\$78,909
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			112%	112%	111%
<i>Published Data Sources</i>					
CompAnalyst	Budget Analyst II	40.0	\$60,900	\$75,300	\$92,400
Economic Research Institute	Budget Analyst - Level 2	40.0	\$63,612	\$75,426	\$90,823
Milliman Surveys - Blended	Budget Analyst - Intermediate	40.0	\$66,508	\$72,578	\$78,647
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$63,674	\$74,435	\$87,290
<i>Pierce County, WA as a % of Published Market Average</i>			109%	106%	101%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$62,840	\$72,446	\$83,100
Pierce County, WA as a % of Overall Market Average			110%	108%	106%
<i>Adjustment To Reach Market Average</i>			-9%	-8%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of tasks in support of organization and departmental operations and services including: research, analysis, policy formulation and service delivery. May be specifically assigned to one of the following areas: budget, finance, and operations.

MINIMUM REQUIREMENTS

Four or more years of college level course work in accounting or related field and two or more years of progressive responsible work experience in accounting, budgeting, or related field with special emphasis on governmental accounting and grants.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Budget and Fiscal Manager Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 2 - Finance, Budget, Acctg	40.0	\$81,400	\$101,769	\$122,139
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Financial Manager	40.0	\$78,127	\$92,915	\$107,702
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Senior Finance Manager	37.5	\$70,987	\$83,387	\$95,787
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Fiscal Manager	40.0	\$73,660	\$85,933	\$98,205
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Custom Survey Market Average</i>			\$76,044	\$91,001	\$105,958
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			109%	104%	100%
<i>Published Data Sources</i>					
CompAnalyst	Budget Manager	40.0	\$92,700	\$120,100	\$150,500
Economic Research Institute	Budget Manager - Level 2	40.0	\$96,931	\$113,837	\$135,633
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Published Market Average</i>			\$94,815	\$116,969	\$143,067
<i>Pierce County, WA as a % of Published Market Average</i>			87%	81%	74%
Pierce County, WA			\$82,674	\$94,454	\$106,235
<i>Overall Comparator Market Average</i>			\$85,430	\$103,985	\$124,512
Pierce County, WA as a % of Overall Market Average			97%	91%	85%
<i>Adjustment To Reach Market Average</i>			3%	10%	17%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly responsible administrative and management work in accounting and budgeting. An employee in this class is the highest level position within a department responsible to manage a complex budget, accounting and payroll functions having department-wide impact.

MINIMUM REQUIREMENTS

Graduation from a four-year college or university with major course work in accounting, business or public administration, or a related discipline applicable to the duties of the position, and four years experience in accounting, auditing, budgeting, supervision, or a closely related field.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Building Inspector Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Building Inspector, Structural	40.0	\$79,399	\$85,921	\$92,443
City of Tacoma, WA	Inspector, Senior	40.0	\$71,614	\$79,321	\$87,027
Clark County, WA	Building Inspector III	40.0	\$62,544	\$69,354	\$76,164
King County, WA	General Inspector II	40.0	\$71,205	\$80,730	\$90,256
Kitsap County, WA	Construction Inspector 2	40.0	\$53,065	\$63,102	\$73,140
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Inspector, Building	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Building Inspector 2	37.5	\$50,403	\$59,207	\$68,011
State of Washington	Construction Compliance Inspector 2	40.0	\$62,583	\$69,398	\$76,214
Thurston County, WA	Building Inspector II	40.0	\$59,438	\$69,245	\$79,051
Washington County, OR	Inspector II	40.0	\$82,368	\$91,250	\$100,131
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$65,029	\$73,139	\$81,250
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			106%	107%	108%
<i>Published Data Sources</i>					
CompAnalyst	Senior Building Inspector	40.0	\$53,600	\$72,700	\$97,100
Economic Research Institute	Inspector Construction - Level 2	40.0	\$57,969	\$68,767	\$82,874
Milliman Surveys - Blended	Building Inspector	40.0	\$66,508	\$78,901	\$89,136
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$59,359	\$73,456	\$89,703
<i>Pierce County, WA as a % of Published Market Average</i>			117%	107%	98%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$62,194	\$73,298	\$85,477
Pierce County, WA as a % of Overall Market Average			111%	107%	103%
<i>Adjustment To Reach Market Average</i>			-10%	-7%	-3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex inspection of buildings and other structures for the Planning and Public Works Department, Building Division to ensure compliance with established specifications and requirements.

MINIMUM REQUIREMENTS

Associate of Arts degree in Construction Technology or related field and three or more years of experience in building/construction inspection, general construction, plans examining or related field. I.C.C., I.A.P.M.O., or equivalent state certification in building, plumbing or mechanical inspection is required.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Bureau Chief					
Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Chief Criminal Deputy	40.0	\$96,940	\$115,277	\$133,613
Multnomah County, OR	Chief Deputy	40.0	\$116,193	\$151,051	\$185,908
Snohomish County, WA	Bureau Chief	40.0	\$123,876	\$139,727	\$155,577
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Chief Deputy	40.0	\$123,107	\$143,625	\$164,143
Washington County, OR	Chief Deputy	40.0	\$131,653	\$145,813	\$159,974
Pierce County, WA		40.0	\$111,477	\$134,778	\$158,080
<i>Custom Survey Market Average</i>			\$118,354	\$139,098	\$159,843
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			94%	97%	99%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$111,477	\$134,778	\$158,080
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$111,477	\$134,778	\$158,080
<i>Overall Comparator Market Average</i>			\$118,354	\$139,098	\$159,843
Pierce County, WA as a % of Overall Market Average			94%	97%	99%
<i>Adjustment To Reach Market Average</i>			6%	3%	1%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly responsible administration and management of a Bureau within the Sheriff's Department. The position is appointed by the Sheriff and reports directly to the Undersheriff. Employees of this classification are responsible for the essential duties of planning, administering, coordinating and supervising the activities of an assigned Bureau and personnel within the Sheriff's Department.

MINIMUM REQUIREMENTS

This position is appointed by the Pierce County Sheriff. Minimum qualification are determined by the Pierce County Sheriff. Most incumbents have had previous law enforcement or corrections experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Buyer, Senior Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Buyer, Sr.	40.0	\$75,084	\$81,253	\$87,421
City of Tacoma, WA	Buyer, Senior	40.0	\$59,030	\$65,385	\$71,739
Clark County, WA	Buyer	40.0	\$55,475	\$66,910	\$78,346
King County, WA	Buyer - Senior	40.0	\$71,205	\$80,730	\$90,256
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Buyer II	40.0	\$52,318	\$57,927	\$63,536
Spokane County, WA	Buyer 3	37.5	\$46,766	\$54,934	\$63,103
State of Washington	Procurement & Supply Specialist 3	40.0	\$46,511	\$54,547	\$62,583
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Buyer II	40.0	\$67,566	\$74,842	\$82,118
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$59,244	\$67,066	\$74,888
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	104%	104%
<i>Published Data Sources</i>					
CompAnalyst	Senior Buyer	40.0	\$66,700	\$85,300	\$105,500
Economic Research Institute	Buyer - Level 3	40.0	\$62,800	\$74,039	\$88,651
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$68,613	\$75,836	\$87,601
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			\$66,037	\$78,391	\$93,917
<i>Pierce County, WA as a % of Published Market Average</i>			93%	89%	83%
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$62,641	\$72,729	\$84,403
Pierce County, WA as a % of Overall Market Average			98%	96%	92%
<i>Adjustment To Reach Market Average</i>			2%	5%	9%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs organizational wide administrative and complex technical work procuring materials, equipment, construction and services. An employee in this classification is responsible for purchasing and utilizing the formal bid process to obtain materials, equipment, construction and services for various departments.

MINIMUM REQUIREMENTS

Bachelor's degree in business, purchasing, or related field and one year of governmental purchasing experience required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Case Manager Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Counselor	40.0	\$53,860	\$58,255	\$62,650
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Case Manager	40.0	\$48,311	\$53,583	\$58,855
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Case Manager 2	40.0	\$49,183	\$54,703	\$60,223
Snohomish County, WA	Case Manager	40.0	\$49,048	\$54,306	\$59,565
Spokane County, WA	Housing & Community Support Spec. 2	37.5	\$42,548	\$49,980	\$57,413
State of Washington	Social Service Specialist 3	40.0	\$48,147	\$56,445	\$64,744
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Disability and Aging Services Coord.	40.0	\$53,309	\$59,052	\$64,795
Pierce County, WA		37.5	\$52,670	\$59,290	\$65,910
<i>Custom Survey Market Average</i>			\$49,201	\$55,189	\$61,178
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			107%	107%	108%
<i>Published Data Sources</i>					
CompAnalyst	Case Manager - Mental Health Service	40.0	\$40,406	\$51,656	\$67,125
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		37.5	\$52,670	\$59,290	\$65,910
<i>Published Market Average</i>			\$40,406	\$51,656	\$67,125
<i>Pierce County, WA as a % of Published Market Average</i>			130%	115%	98%
Pierce County, WA			\$52,670	\$59,290	\$65,910
<i>Overall Comparator Market Average</i>			\$44,804	\$53,423	\$64,151
Pierce County, WA as a % of Overall Market Average			118%	111%	103%
<i>Adjustment To Reach Market Average</i>			-15%	-10%	-3%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs case management work in the Human Services Department, Aging Disability Resources Division. Provides authorization, oversight and monitoring of the older and disabled client's plan of care maintaining ongoing contact with clients to enable prompt response to changes in client's condition.

MINIMUM REQUIREMENTS

A Bachelor's degree in social work, gerontology, psychology, counseling and guidance, sociology or related field and two years or more experience providing direct human services, preferably in the area of providing services to senior citizens is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Chief Operating Officer Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	City Manager, Deputy	40.0	\$186,888	\$213,252	\$239,616
Clark County, WA	No Match		NA	NA	NA
King County, WA	Deputy County Administrator	40.0	\$159,481	\$180,816	\$202,151
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Department Director Principal (COO)	40.0	\$140,592	\$182,771	\$224,949
Snohomish County, WA	County Executive, Deputy	40.0	\$125,622	\$151,569	\$177,516
Spokane County, WA	Chief Operations Officer	37.5	\$99,692	\$117,106	\$134,520
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Assistant County Manager	40.0	\$124,789	\$145,587	\$166,386
Washington County, OR	Assistant County Administrator	40.0	\$152,693	\$169,108	\$185,523
Pierce County, WA		35.0	\$176,790	\$176,790	\$176,790
<i>Custom Survey Market Average</i>			\$141,394	\$165,744	\$190,094
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			125%	107%	93%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$176,790	\$176,790	\$176,790
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$176,790	\$176,790	\$176,790
<i>Overall Comparator Market Average</i>			\$141,394	\$165,744	\$190,094
Pierce County, WA as a % of Overall Market Average			125%	107%	93%
<i>Adjustment To Reach Market Average</i>			-20%	-6%	8%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

The Chief Operating Officer is responsible for managing, planning, developing, implementing and evaluating county-wide services encompassing all Departments, Boards and Commissions within the County. This position provides guidance and direction to assigned county department directors and assumes the duties of the Pierce County Executive as delegated and represents the Executive at various meetings and committees as assigned by the Executive.

MINIMUM REQUIREMENTS

A Master Degree in Public Administration and six or more years of progressively responsible work experience directly related to the duties of the position, including at least three years in a managerial/supervisory capacity.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Civil Engineer 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Civil Engineer, Associate	40.0	\$79,301	\$85,921	\$92,541
City of Tacoma, WA	Engineer	40.0	\$79,518	\$90,730	\$101,941
Clark County, WA	Engineer II	40.0	\$63,570	\$72,358	\$81,146
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Engineer 2	40.0	\$67,386	\$80,135	\$92,884
Multnomah County, OR	Engineer 2	40.0	\$81,265	\$90,608	\$99,951
Snohomish County, WA	Engineer II	40.0	\$70,064	\$77,631	\$85,199
Spokane County, WA	Engineer 2	37.5	\$77,055	\$81,101	\$85,148
State of Washington	Civil Engineer 3	40.0	\$62,583	\$73,362	\$84,141
Thurston County, WA	Civil Engineer	40.0	\$71,914	\$83,900	\$95,886
Washington County, OR	Engineering Associate II	40.0	\$76,470	\$84,703	\$92,935
Pierce County, WA		40.0	\$82,805	\$93,818	\$104,832
<i>Custom Survey Market Average</i>			\$72,913	\$82,045	\$91,177
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	114%	115%
<i>Published Data Sources</i>					
CompAnalyst	Civil Engineer II	40.0	\$72,600	\$90,700	\$110,600
Economic Research Institute	Civil Engineer - Level 2	40.0	\$74,120	\$88,047	\$105,984
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$84,915	\$90,800	\$98,846
Pierce County, WA		40.0	\$82,805	\$93,818	\$104,832
<i>Published Market Average</i>			\$77,212	\$89,849	\$105,143
<i>Pierce County, WA as a % of Published Market Average</i>			107%	104%	100%
Pierce County, WA			\$82,805	\$93,818	\$104,832
<i>Overall Comparator Market Average</i>			\$75,062	\$85,947	\$98,160
Pierce County, WA as a % of Overall Market Average			110%	109%	107%
<i>Adjustment To Reach Market Average</i>			-9%	-8%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of complex engineering duties associated with the planning, location, design, construction, operation, structural, maintenance or reviewing of engineering projects. Performs engineering analysis of structural design, interpreting and applying codes and regulations and reviewing and evaluating proposals for new materials. This is level two of a three level series operating in a lead worker role.

MINIMUM REQUIREMENTS

Three years of progressively responsible experience related to the position and either a four-year degree in a closely related field or substituting for the degree be registered as an EIT or an additional 4 years of directly related work which demonstrate the ability to perform the essential functions.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Classification and Compensation Manager Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 2	40.0	\$81,400	\$101,769	\$122,139
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	Class/Comp Services Manager	40.0	\$110,827	\$125,653	\$140,480
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Human Resource Consultant 4	40.0	\$55,308	\$64,867	\$74,425
Thurston County, WA	Compensation and Benefits Manager	40.0	\$84,595	\$98,696	\$112,797
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Custom Survey Market Average</i>			\$83,032	\$97,746	\$112,460
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			100%	97%	94%
<i>Published Data Sources</i>					
CompAnalyst	Compensation Manager	40.0	\$99,100	\$125,500	\$159,600
Economic Research Institute	Compensation & Benefits Mgr - Level 2	40.0	\$98,689	\$117,263	\$140,959
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$93,162	\$110,660	\$124,603
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Published Market Average</i>			\$96,984	\$117,808	\$141,721
<i>Pierce County, WA as a % of Published Market Average</i>			85%	80%	75%
Pierce County, WA			\$82,674	\$94,454	\$106,235
<i>Overall Comparator Market Average</i>			\$90,008	\$107,777	\$127,090
Pierce County, WA as a % of Overall Market Average			92%	88%	84%
<i>Adjustment To Reach Market Average</i>			9%	14%	20%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional, administrative, and supervisory work in the management and coordination of the Employment and Classification Division within the Human Resources Department. Serves as the subject matter expert on classification and compensation issues and supervises the County's recruitment programs. Supervises and evaluates the work of professional, technical and clerical staff engaged in, classification, compensation, and recruitment.

MINIMUM REQUIREMENTS

Graduation from a four year college or university with major course work in human resources, business or public administration, or related field, and four or more years of progressively responsible experience, including two years in a supervisory capacity of professional, technical and/or administrative personnel.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Clerk to the Council Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Council Clerk	40.0	\$52,157	\$56,482	\$60,807
City of Tacoma, WA	City Clerk	40.0	\$62,590	\$71,417	\$80,244
Clark County, WA	Clerk to the Board	40.0	\$42,714	\$48,645	\$54,576
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Clerk of the Board	40.0	\$55,848	\$66,415	\$76,981
Multnomah County, OR	Staff Assistant	40.0	\$78,423	\$78,423	\$78,423
Snohomish County, WA	Municipal Clerk II	40.0	\$76,786	\$85,058	\$93,331
Spokane County, WA	Clerk of the Board	37.5	\$44,037	\$51,729	\$59,421
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$72,855	\$83,802	\$94,749
<i>Custom Survey Market Average</i>			\$58,936	\$65,453	\$71,969
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			124%	128%	132%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$72,855	\$83,802	\$94,749
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$72,855	\$83,802	\$94,749
<i>Overall Comparator Market Average</i>			\$58,936	\$65,453	\$71,969
Pierce County, WA as a % of Overall Market Average			124%	128%	132%
<i>Adjustment To Reach Market Average</i>			-19%	-22%	-24%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs administrative or program support functions for the Council, Council Committees and the Council Administrator(s) ensuring legislative and/or program compliance for the Council Office. Receives and reviews preliminary proposals, recommend hearing dates and record Council proceedings.

MINIMUM REQUIREMENTS

Five (5) or more years of progressively responsible administrative support work including three years of local government support experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Code Enforcement Officer Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Road Use Compliance Officer	40.0	\$57,387	\$63,596	\$69,805
Clark County, WA	Code Enforcement Officer	40.0	\$58,566	\$64,981	\$71,396
King County, WA	Code Enforcement Officer II	40.0	\$74,664	\$84,652	\$94,641
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Nuisance Enforcement Officer	40.0	\$58,899	\$65,572	\$72,246
Snohomish County, WA	Code Enforcement Officer	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	Code Administrator	37.5	\$58,549	\$68,776	\$79,003
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Compliance Coordinator	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	Code Enforcement Officer	40.0	\$65,927	\$73,020	\$80,114
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$61,391	\$69,204	\$77,017
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	114%	114%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Code Enforcement Officer	40.0	\$69,321	\$81,481	\$89,157
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$69,321	\$81,481	\$89,157
<i>Pierce County, WA as a % of Published Market Average</i>			100%	96%	99%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$65,356	\$75,342	\$83,087
Pierce County, WA as a % of Overall Market Average			106%	104%	106%
<i>Adjustment To Reach Market Average</i>			-6%	-4%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Enforces and/or refers violations to appropriate agencies for compliance with established codes and ordinances pertaining to land use, zoning, signs, shorelines, home occupations, related land use documents, wetlands, illegal dumping, nuisance vehicles, and grading.

MINIMUM REQUIREMENTS

A four-year degree from a college or university with major course work in Planning, Engineering, Public/Business Administration or related field and one or more years work experience in planning, code enforcement, or related field inspection and enforcement work.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Communications Specialist Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Public Relations Specialist, Sr.	40.0	\$68,180	\$73,789	\$79,399
City of Tacoma, WA	Community Relations Specialist	40.0	\$70,096	\$79,986	\$89,877
Clark County, WA	No Match		NA	NA	NA
King County, WA	Communications Specialist II	40.0	\$65,773	\$74,572	\$83,371
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Program Communications Specialist	40.0	\$58,899	\$65,572	\$72,246
Snohomish County, WA	Communications Specialist II	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Communication Consultant 4	40.0	\$52,698	\$61,755	\$70,812
Thurston County, WA	Public Information Specialist	40.0	\$62,356	\$72,749	\$83,142
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$73,381	\$83,566	\$93,750
<i>Custom Survey Market Average</i>			\$62,647	\$70,787	\$78,926
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			117%	118%	119%
<i>Published Data Sources</i>					
CompAnalyst	Communications/Marketing Specialist	40.0	\$54,800	\$73,600	\$95,800
Economic Research Institute	Communications Specialist - Level 2	40.0	\$60,710	\$71,935	\$86,655
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$65,170	\$77,902	\$88,615
Pierce County, WA		40.0	\$73,381	\$83,566	\$93,750
<i>Published Market Average</i>			\$60,227	\$74,479	\$90,357
<i>Pierce County, WA as a % of Published Market Average</i>			122%	112%	104%
Pierce County, WA			\$73,381	\$83,566	\$93,750
<i>Overall Comparator Market Average</i>			\$61,437	\$72,633	\$84,641
Pierce County, WA as a % of Overall Market Average			119%	115%	111%
<i>Adjustment To Reach Market Average</i>			-16%	-13%	-10%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional work in planning, organizing and directing organization wide communications and public relations in the Communications Department. Uses well-developed communications skills in designing, marketing, presenting and or explaining a variety of issues to various audiences.

MINIMUM REQUIREMENTS

A Bachelor's degree in marketing, communications, journalism or closely related field and 3-5 years of related professional communications experience, including web management/development experience, is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Community Program Educator 1 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Public Education Program Specialist	40.0	\$58,627	\$63,404	\$68,180
City of Tacoma, WA	Fire and Life Educator	40.0	\$61,714	\$70,418	\$79,123
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Emergency Mgmt Program Coord.	40.0	\$54,960	\$60,873	\$66,787
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Emergency Mgmt Program Specialist 2	40.0	\$47,708	\$55,919	\$64,130
Thurston County, WA	Education and Outreach Specialist I	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	Program Comm. & Edu. Specialist	40.0	\$59,732	\$66,166	\$72,599
Pierce County, WA		40.0	\$48,256	\$54,288	\$60,320
<i>Custom Survey Market Average</i>			\$56,558	\$63,788	\$71,018
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			85%	85%	85%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$48,256	\$54,288	\$60,320
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$48,256	\$54,288	\$60,320
<i>Overall Comparator Market Average</i>			\$56,558	\$63,788	\$71,018
Pierce County, WA as a % of Overall Market Average			85%	85%	85%
<i>Adjustment To Reach Market Average</i>			17%	17%	18%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs public education work for the Department of Emergency Management. Writes, produces, and present information to the general public in order to educate the populace in emergency preparedness, fire prevention, the proper use of the Enhanced 911 Emergency Telephone Service, and crime prevention.

MINIMUM REQUIREMENTS

Associates degree in public education, public safety, emergency management or related field to include one year experience working in a related public safety program such as Emergency Management, Fire Prevention, E9-1-1 or Crime Prevention.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Community Service Officer Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$46,966	\$52,863	\$58,760
<i>Custom Survey Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$46,966	\$52,863	\$58,760
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$46,966	\$52,863	\$58,760
<i>Overall Comparator Market Average</i>			NA	NA	NA
Pierce County, WA as a % of Overall Market Average			NA	NA	NA
<i>Adjustment To Reach Market Average</i>					

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides information to the public in order to assist them in problem resolution and to direct them to the appropriate Sheriff's Department unit and/or other resources. Organize, coordinate and implement crime prevention services. Carries a limited commission, can write citations for parking violations.

MINIMUM REQUIREMENTS

High school diploma or G.E.D.. equivalent is required. Must be at least nineteen (19) years of age. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Computer Systems Business Analyst 2 - JT Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Business Analyst II	40.0	\$64,584	\$73,528	\$82,472
Clark County, WA	IT Professional II	40.0	\$67,034	\$77,511	\$87,989
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Business Applications Analyst 4 - DIS	40.0	\$67,136	\$75,490	\$83,843
Spokane County, WA	Systems Analyst	37.5	\$69,731	\$81,911	\$94,092
State of Washington	IT Specialist 3	40.0	\$55,308	\$64,867	\$74,425
Thurston County, WA	Business Applications Administrator	40.0	\$71,061	\$82,900	\$94,739
Washington County, OR	IT Business Analyst	40.0	\$93,178	\$103,202	\$113,227
Pierce County, WA		40.0	\$69,181	\$81,484	\$93,787
<i>Custom Survey Market Average</i>			\$69,719	\$79,916	\$90,112
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			99%	102%	104%
<i>Published Data Sources</i>					
CompAnalyst	Business Systems Analyst II	40.0	\$65,200	\$82,400	\$102,400
Economic Research Institute	Business Systems Analyst - Level 2	40.0	\$77,641	\$91,364	\$109,173
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$84,201	\$92,497	\$104,298
Pierce County, WA		40.0	\$69,181	\$81,484	\$93,787
<i>Published Market Average</i>			\$75,681	\$88,753	\$105,290
<i>Pierce County, WA as a % of Published Market Average</i>			91%	92%	89%
Pierce County, WA			\$69,181	\$81,484	\$93,787
<i>Overall Comparator Market Average</i>			\$72,700	\$84,335	\$97,701
Pierce County, WA as a % of Overall Market Average			95%	97%	96%
<i>Adjustment To Reach Market Average</i>			5%	3%	4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Functions as a liaison between a department and IT (which may include 3rd party vendors) to automate business systems. Provides a broad range of project management and technical support to departmental staff in the IT areas of end-user development, planning, testing, report writing, queries/batches, statistical analysis, troubleshooting, and training.

MINIMUM REQUIREMENTS

A Bachelor's degree in management information systems, business administration, or related field and two or more years of computer systems business analyst experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Construction Project Manager 3 Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Project Manager	40.0	\$89,918	\$102,606	\$115,294
Clark County, WA	Capital Project Manager III	40.0	\$77,276	\$87,946	\$98,616
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Public Works Project Manager	37.5	\$70,457	\$74,158	\$77,858
State of Washington	Construction Project Coordinator 3	40.0	\$69,060	\$80,975	\$92,890
Thurston County, WA	Capital Project Manager II	40.0	\$71,914	\$83,900	\$95,886
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Custom Survey Market Average</i>			\$75,725	\$85,917	\$96,109
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			109%	110%	111%
<i>Published Data Sources</i>					
CompAnalyst	Project Manager - Construction	40.0	\$86,700	\$113,000	\$143,400
Economic Research Institute	Project Manager Construction - Level 3	40.0	\$89,702	\$109,062	\$134,081
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$86,228	\$96,588	\$104,954
Pierce County, WA		40.0	\$82,674	\$94,454	\$106,235
<i>Published Market Average</i>			\$87,543	\$106,217	\$127,478
<i>Pierce County, WA as a % of Published Market Average</i>			94%	89%	83%
Pierce County, WA			\$82,674	\$94,454	\$106,235
<i>Overall Comparator Market Average</i>			\$81,634	\$96,067	\$111,794
Pierce County, WA as a % of Overall Market Average			101%	98%	95%
<i>Adjustment To Reach Market Average</i>			-1%	2%	5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly professional construction management work performed for the Facilities Management Department. Performs highly skilled planning and project management tasks related to the construction of major building projects. Serves as the highest level in the series.

MINIMUM REQUIREMENTS

A Bachelor's Degree in architecture, construction management, civil, mechanical or electrical engineering, project management, business or public administration or closely related field from an accredited college or university and five years of increasingly responsible experience directly related to the position.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Contracts Coordinator Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Contract Analyst	40.0	\$63,178	\$68,297	\$73,417
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	Contract Specialist I	40.0	\$68,968	\$78,195	\$87,421
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Contract Specialist	40.0	\$58,899	\$65,572	\$72,246
Snohomish County, WA	Contract Compliance Specialist	40.0	\$49,808	\$55,167	\$60,527
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Procurement & Contract Specialist I	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$59,492	\$66,636	\$73,780
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			103%	104%	105%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$59,492	\$66,636	\$73,780
Pierce County, WA as a % of Overall Market Average			103%	104%	105%
<i>Adjustment To Reach Market Average</i>			-3%	-4%	-5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical administration work pertaining to the processing of contracts and related procurement activities. Monitors status of contracts processing through the approval system.

MINIMUM REQUIREMENTS

Two or more years of college-level coursework in accounting, data processing, business administration or related field and two or more years of progressively responsible work experience in accounting, data processing, or related field with emphasis on contracts.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Correctional Technician Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Equipment/Property Technician	40.0	\$49,556	\$55,056	\$60,556
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$46,446	\$52,198	\$57,949
<i>Custom Survey Market Average</i>			\$49,556	\$55,056	\$60,556
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			94%	95%	96%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$46,446	\$52,198	\$57,949
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$46,446	\$52,198	\$57,949
<i>Overall Comparator Market Average</i>			\$49,556	\$55,056	\$60,556
Pierce County, WA as a % of Overall Market Average			94%	95%	96%
<i>Adjustment To Reach Market Average</i>			7%	5%	4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides assistance to jail operations in the areas of inmate laundry and supply warehouse. Oversees inmates performing assigned duties and interact with inmates and correctional staff on a regular basis.

MINIMUM REQUIREMENTS

High School diploma or G.E.D.. certificate is required. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Council Administrative 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$56,111	\$63,118	\$70,125
<i>Custom Survey Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$56,111	\$63,118	\$70,125
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$56,111	\$63,118	\$70,125
<i>Overall Comparator Market Average</i>			NA	NA	NA
Pierce County, WA as a % of Overall Market Average			NA	NA	NA
<i>Adjustment To Reach Market Average</i>					

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs administrative support functions for the Council office, Council committees and the Council Chief of Staff. Establish and maintains Council records, researches and assembles information of a complex and confidential nature.

MINIMUM REQUIREMENTS

Four years of experience working in an administrative support role.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Council Research 2 Council					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Management Analyst I	40.0	\$54,163	\$61,807	\$69,451
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Management Analyst 3	40.0	\$47,708	\$55,919	\$64,130
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$72,114	\$84,721	\$97,329
<i>Custom Survey Market Average</i>			\$50,935	\$58,863	\$66,790
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			142%	144%	146%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$72,114	\$84,721	\$97,329
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$72,114	\$84,721	\$97,329
<i>Overall Comparator Market Average</i>			\$50,935	\$58,863	\$66,790
Pierce County, WA as a % of Overall Market Average			142%	144%	146%
<i>Adjustment To Reach Market Average</i>			-29%	-31%	-31%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Plans, organizes and conducts research and evaluation activities. Design and execute research and evaluation methodology for a legislative research and the legal units of the Council Office. Defines research questions, developing analytical strategies and methods. Presents findings and conclusions at meetings.

MINIMUM REQUIREMENTS

Bachelor's degree public policy, law, or closely related field to the research area assigned and at least 2 years of progressively responsible analytic technical or professional experience with a public agency or the equivalent; and/or graduate degree.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Council Senior Legislative Analyst Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Management Analyst III	40.0	\$84,614	\$96,543	\$108,472
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Sr. Management Analyst	40.0	\$85,309	\$101,483	\$117,657
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Legislative Analyst Senior	40.0	\$93,813	\$113,191	\$132,568
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$99,013	\$113,859	\$128,704
<i>Custom Survey Market Average</i>			\$87,912	\$103,739	\$119,566
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	110%	108%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$99,013	\$113,859	\$128,704
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$99,013	\$113,859	\$128,704
<i>Overall Comparator Market Average</i>			\$87,912	\$103,739	\$119,566
Pierce County, WA as a % of Overall Market Average			113%	110%	108%
<i>Adjustment To Reach Market Average</i>			-11%	-9%	-7%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Develops and leads complex projects and professional research, analysis, and public policy development in support of legislative and administrative functions. Presents reports and recommendations to the Council and its committees.

MINIMUM REQUIREMENTS

A Bachelor's Degree in public policy, law, political science, government, public administration, social work, public health, health care administration, economics, or related field and five years of relevant professional experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

County Attorney 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Assistant City Attorney	40.0	\$97,323	\$111,030	\$124,738
Clark County, WA	Deputy Prosecuting Attorney II	40.0	\$97,837	\$118,031	\$138,225
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Attorney 2	40.0	\$78,127	\$92,915	\$107,702
Multnomah County, OR	Deputy District Attorney 2	40.0	\$93,976	\$107,014	\$120,052
Snohomish County, WA	Prosecuting Attorney, Criminal Deputy	40.0	\$82,839	\$94,282	\$105,725
Spokane County, WA	Attorney 2	37.5	\$73,110	\$85,881	\$98,652
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Deputy Prosecuting Attorney II	40.0	\$78,070	\$92,158	\$106,247
Washington County, OR	Assistant County Counsel II	40.0	\$110,570	\$124,141	\$137,712
Pierce County, WA		35.0	\$79,711	\$93,654	\$107,596
<i>Custom Survey Market Average</i>			\$88,982	\$103,182	\$117,382
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			90%	91%	92%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$79,711	\$93,654	\$107,596
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$79,711	\$93,654	\$107,596
<i>Overall Comparator Market Average</i>			\$88,982	\$103,182	\$117,382
Pierce County, WA as a % of Overall Market Average			90%	91%	92%
<i>Adjustment To Reach Market Average</i>			12%	10%	9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Depending on the department employed, represents the States as a deputy prosecuting attorney or provides legal representation at the Superior Court level to indigents accused of adult felony offenses. Areas of representation include criminal, civil, and Juvenile Court felony delinquency proceedings, and/or to parents involved in Superior Court dependency and termination proceedings.

MINIMUM REQUIREMENTS

Three or more years of experience in the practice of law in a relevant area of law. Membership in the Washington State Bar Association.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

County Engineer Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Engineer, Senior Principal	40.0	\$114,067	\$130,198	\$146,328
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Assistant Director of Public Works	40.0	\$92,470	\$109,979	\$127,487
Multnomah County, OR	County Engineer	40.0	\$107,585	\$139,861	\$172,137
Snohomish County, WA	Public Works, Deputy Director	40.0	\$103,407	\$124,763	\$146,118
Spokane County, WA	County Engineer	37.5	\$94,930	\$111,513	\$128,095
State of Washington	No Match		NA	NA	NA
Thurston County, WA	County Road Engineer	40.0	\$99,964	\$116,627	\$133,289
Washington County, OR	County Engineer	40.0	\$122,260	\$135,408	\$148,556
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Custom Survey Market Average</i>			\$104,955	\$124,050	\$143,144
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			106%	106%	105%
<i>Published Data Sources</i>					
CompAnalyst	Engineering Manager	40.0	\$117,300	\$145,100	\$174,900
Economic Research Institute	Engineering Manager - Level 2	40.0	\$115,778	\$138,698	\$168,413
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Published Market Average</i>			\$116,539	\$141,899	\$171,656
<i>Pierce County, WA as a % of Published Market Average</i>			96%	92%	88%
Pierce County, WA			\$111,477	\$131,014	\$150,552
<i>Overall Comparator Market Average</i>			\$110,747	\$132,974	\$157,400
Pierce County, WA as a % of Overall Market Average			101%	99%	96%
<i>Adjustment To Reach Market Average</i>			-1%	1%	5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Plans, organizes, directs, and controls the activities of the Transportation Services Division of the Department of Planning and Public Works, which includes construction, maintenance, and repair of roads and bridges; ferry and airport operations; contract compliance; general services and administration; fiscal overview; operations; engineering; programming; and equipment services.

MINIMUM REQUIREMENTS

Bachelor's degree in civil engineering or related field, plus six (6) or more years of high-level management experience in transportation engineering is required. Registration as a Professional Engineer within the State of Washington is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Court Reporter Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Court Reporter	40.0	\$49,564	\$58,936	\$68,307
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Official Court Reporter	37.5	\$52,634	\$61,828	\$71,022
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Official Court Reporter	40.0	\$71,433	\$71,433	\$71,433
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$82,064	\$82,064	\$82,064
<i>Custom Survey Market Average</i>			\$57,877	\$64,066	\$70,254
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			142%	128%	117%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$82,064	\$82,064	\$82,064
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$82,064	\$82,064	\$82,064
<i>Overall Comparator Market Average</i>			\$57,877	\$64,066	\$70,254
Pierce County, WA as a % of Overall Market Average			142%	128%	117%
<i>Adjustment To Reach Market Average</i>			-29%	-22%	-14%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs verbatim reporting of all sessions of superior court as directed by the judge, which includes but is not limited to the following: Pretrial hearings, impaneling of the jury, opening statements, testimony, closing arguments, exceptions to jury instructions, jury instructions, post-trial hearings, probation and sentencing hearings.

MINIMUM REQUIREMENTS

This position is appointed by a Superior Court Judge. Reporters must be "Certified Shorthand Reporters" as tested and qualified under WAC 308-14-085 and shall maintain certification on a yearly basis with the Department of Licensing.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Crime Research Analyst Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Crime Analyst	40.0	\$59,114	\$67,465	\$75,816
Clark County, WA	Crime Analyst	40.0	\$54,931	\$62,554	\$70,177
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Crime Analyst	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Crime Analyst	40.0	\$60,878	\$67,492	\$74,106
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$54,080	\$60,726	\$67,371
<i>Custom Survey Market Average</i>			\$58,863	\$66,148	\$73,434
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			92%	92%	92%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Crime Analyst	40.0	\$64,880	\$77,357	\$82,517
Pierce County, WA		40.0	\$54,080	\$60,726	\$67,371
<i>Published Market Average</i>			\$64,880	\$77,357	\$82,517
<i>Pierce County, WA as a % of Published Market Average</i>			83%	79%	82%
Pierce County, WA			\$54,080	\$60,726	\$67,371
<i>Overall Comparator Market Average</i>			\$61,871	\$71,753	\$77,976
Pierce County, WA as a % of Overall Market Average			87%	85%	86%
<i>Adjustment To Reach Market Average</i>			14%	18%	16%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical and operational support work for the Sheriff's Department and Juvenile Court, including collection, tabulation, statistical analysis and dissemination of criminal activity information, trends and patterns, through a variety of reporting and communication methods.

MINIMUM REQUIREMENTS

Two (2) years of college level course work in social science, behavioral science, criminal justice or related field and one (1) or more years of closely related work experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Crime Victim Advocate 1 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Victim Advocate	40.0	\$50,269	\$54,371	\$58,473
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Victim Advocate	40.0	\$41,872	\$47,709	\$53,547
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Victim Advocate	40.0	\$45,904	\$51,056	\$56,208
Snohomish County, WA	Victim / Witness Advocate	40.0	\$41,511	\$45,986	\$50,460
Spokane County, WA	Victim/Witness Program Specialist	37.5	\$27,170	\$31,916	\$36,662
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Victim Advocate	40.0	\$44,927	\$52,343	\$59,758
Washington County, OR	Victims Assistance Specialist	40.0	\$43,977	\$48,729	\$53,481
Pierce County, WA		35.0	\$53,708	\$60,824	\$67,941
<i>Custom Survey Market Average</i>			\$42,233	\$47,444	\$52,656
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			127%	128%	129%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$53,708	\$60,824	\$67,941
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$53,708	\$60,824	\$67,941
<i>Overall Comparator Market Average</i>			\$42,233	\$47,444	\$52,656
Pierce County, WA as a % of Overall Market Average			127%	128%	129%
<i>Adjustment To Reach Market Average</i>			-21%	-22%	-22%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides professional criminal justice services to victims and their families, giving community presentations, working with difficult or complex situations involving victims, and providing a higher level of support to deputy prosecuting attorneys in the complicated cases. Provides assistance on procedural or victim service activities to other employees in the Prosecuting Attorney's Office and serve as a resource for community programs.

MINIMUM REQUIREMENTS

Bachelor's degree in sociology, psychology or related criminal justice field. Two or more years of experience in criminal justice or social casework.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Custodian 1 Service-Maintenance					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Janitor	40.0	\$39,366	\$40,876	\$42,387
City of Tacoma, WA	Custodian	40.0	\$38,126	\$42,224	\$46,322
Clark County, WA	Custodian	40.0	\$36,436	\$40,445	\$44,454
King County, WA	Custodian	40.0	\$35,794	\$40,582	\$45,370
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Custodian 2	40.0	\$27,829	\$32,228	\$36,627
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$40,123	\$45,115	\$50,107
<i>Custom Survey Market Average</i>			\$35,510	\$39,271	\$43,032
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	115%	116%
<i>Published Data Sources</i>					
CompAnalyst	Custodian	40.0	\$24,100	\$31,200	\$42,700
Economic Research Institute	Custodian - Level 1	40.0	\$28,007	\$30,063	\$34,277
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$34,504	\$40,548	\$46,719
Pierce County, WA		40.0	\$40,123	\$45,115	\$50,107
<i>Published Market Average</i>			\$28,870	\$33,937	\$41,232
<i>Pierce County, WA as a % of Published Market Average</i>			139%	133%	122%
Pierce County, WA			\$40,123	\$45,115	\$50,107
<i>Overall Comparator Market Average</i>			\$32,190	\$36,604	\$42,132
Pierce County, WA as a % of Overall Market Average			125%	123%	119%
<i>Adjustment To Reach Market Average</i>			-20%	-19%	-16%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs general custodial work in the care and maintenance of organization-owned and/or occupied public buildings in accordance with established procedures.

MINIMUM REQUIREMENTS

At least six months previous experience as a custodian, building maintenance, or related field.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Department Computer Support Specialist 2 Technicians					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Information Technology Specialist	40.0	\$59,608	\$64,551	\$69,494
City of Tacoma, WA	Computer Support Technician	40.0	\$50,149	\$58,666	\$67,184
Clark County, WA	IT Professional II	40.0	\$67,034	\$77,511	\$87,989
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Technician	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	Information Specialist 1	40.0	\$52,462	\$58,350	\$64,237
Snohomish County, WA	Technology Support Specialist	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	IT Technical Support Specialist	37.5	\$51,677	\$60,704	\$69,731
State of Washington	IT Specialist 2	40.0	\$50,100	\$58,728	\$67,356
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Client Services Technician II	40.0	\$65,927	\$73,020	\$80,114
Pierce County, WA		40.0	\$69,389	\$81,588	\$93,787
<i>Custom Survey Market Average</i>			\$56,330	\$64,162	\$71,995
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			123%	127%	130%
<i>Published Data Sources</i>					
CompAnalyst	PC Maintenance Technician II	40.0	\$47,400	\$59,300	\$74,200
Economic Research Institute	Computer Support Specialist - Level 2	40.0	\$49,918	\$58,150	\$69,212
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,389	\$81,588	\$93,787
<i>Published Market Average</i>			\$48,659	\$58,725	\$71,706
<i>Pierce County, WA as a % of Published Market Average</i>			143%	139%	131%
Pierce County, WA			\$69,389	\$81,588	\$93,787
<i>Overall Comparator Market Average</i>			\$52,494	\$61,444	\$71,850
Pierce County, WA as a % of Overall Market Average			132%	133%	131%
<i>Adjustment To Reach Market Average</i>			-24%	-25%	-23%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides a broad range of technical support to departmental staff in the Information Technology related areas of desktop support, web development, hardware and network setup, testing, security, inventory, and troubleshooting.

MINIMUM REQUIREMENTS

Bachelor's degree in computer science, data processing, education, business or public administration, engineering, or related field and two or more years of information technology applications and systems experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Deputy Director of Finance Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 3	40.0	\$113,607	\$150,550	\$187,494
City of Tacoma, WA	Finance Director	40.0	\$160,930	\$183,622	\$206,315
Clark County, WA	Director of Finance	40.0	\$105,473	\$127,240	\$149,007
King County, WA	Finance Director	40.0	\$159,481	\$180,816	\$202,151
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Chief Financial Officer	40.0	\$127,812	\$166,156	\$204,500
Snohomish County, WA	Finance Director	40.0	\$113,971	\$137,512	\$161,053
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Chief Finance Officer	40.0	\$125,276	\$142,583	\$159,890
Pierce County, WA		35.0	\$122,791	\$144,259	\$165,726
<i>Custom Survey Market Average</i>			\$129,507	\$155,497	\$181,487
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			95%	93%	91%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$122,791	\$144,259	\$165,726
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$122,791	\$144,259	\$165,726
<i>Overall Comparator Market Average</i>			\$129,507	\$155,497	\$181,487
Pierce County, WA as a % of Overall Market Average			95%	93%	91%
<i>Adjustment To Reach Market Average</i>			5%	8%	10%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Leads, manages, and administers the Finance Department. Develops department and organization-wide strategies and is accountable for the success of department operations and initiatives. Oversees preparation and maintenance of financial policies and oversees department compliance.

MINIMUM REQUIREMENTS

Bachelor's degree in business or public administration, or a related field; and, five years of progressively responsible management experience, including three years in a supervisory capacity of professional, technical and/or administrative personnel.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Deputy Fire Marshal Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Deputy Fire Marshal	40.0	\$73,128	\$81,050	\$88,972
King County, WA	Fire Marshal Deputy II	40.0	\$71,205	\$80,730	\$90,256
Kitsap County, WA	Deputy Fire Marshal 2	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Assistant Fire Marshal	40.0	\$70,062	\$84,533	\$99,005
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$67,760	\$78,417	\$89,075
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	100%	99%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$67,760	\$78,417	\$89,075
Pierce County, WA as a % of Overall Market Average			102%	100%	99%
<i>Adjustment To Reach Market Average</i>			-2%	0%	1%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical fire investigation and fire inspection work. Investigates, gathers, and analyzes evidence to determine probable cause of fires, and for serving as an expert witness in related legal proceedings and conducting all types of fire inspections.

MINIMUM REQUIREMENTS

Five years of fire or police investigative experience including two (2) years of experience involving the extensive use of investigative techniques relating to fire and arson investigation; and two or more years of fire/building code inspection or related inspection work. A valid State driver's license is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Communications Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Media and Communications Director	40.0	\$111,446	\$127,192	\$142,938
Clark County, WA	Director Public Info and Outreach	40.0	\$88,733	\$107,027	\$125,321
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Director of Communications	40.0	\$77,226	\$93,175	\$109,124
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Public Affairs & Comm. Officer	40.0	\$108,057	\$119,675	\$131,294
Pierce County, WA		35.0	\$105,974	\$124,474	\$142,975
<i>Custom Survey Market Average</i>			\$96,365	\$111,767	\$127,169
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			110%	111%	112%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Communications Director	40.0	\$125,780	\$139,852	\$164,437
Pierce County, WA		35.0	\$105,974	\$124,474	\$142,975
<i>Published Market Average</i>			\$125,780	\$139,852	\$164,437
<i>Pierce County, WA as a % of Published Market Average</i>			84%	89%	87%
Pierce County, WA			\$105,974	\$124,474	\$142,975
<i>Overall Comparator Market Average</i>			\$111,073	\$125,810	\$145,803
Pierce County, WA as a % of Overall Market Average			95%	99%	98%
<i>Adjustment To Reach Market Average</i>			5%	1%	2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex and diverse administrative and management work for a major department with responsibility for all communications. Manages, plans, develops, implements, and evaluates organization-wide communication services.

MINIMUM REQUIREMENTS

Bachelor's degree in communications, public relations, public administration, or related discipline applicable to the duties of the position and ten years of experience in marketing, public relations and/or journalism to include six years of supervisory experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Facilities Management Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 2	40.0	\$96,248	\$127,513	\$158,779
City of Tacoma, WA	Public Works Division Manager	40.0	\$121,950	\$139,142	\$156,333
Clark County, WA	No Match		NA	NA	NA
King County, WA	Division Director - Facilities Mgmt	40.0	\$137,197	\$155,551	\$173,905
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Facilities & Property Mgmt Division Dir	40.0	\$99,616	\$129,501	\$159,386
Snohomish County, WA	Facilities Management, Director of	40.0	\$103,407	\$124,763	\$146,118
Spokane County, WA	Facilities Director	37.5	\$77,470	\$91,003	\$104,535
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Custom Survey Market Average</i>			\$105,982	\$127,912	\$149,842
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			111%	108%	106%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Facilities Director	40.0	\$115,802	\$131,685	\$150,342
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Published Market Average</i>			\$115,802	\$131,685	\$150,342
<i>Pierce County, WA as a % of Published Market Average</i>			101%	105%	105%
Pierce County, WA			\$117,165	\$137,657	\$158,150
<i>Overall Comparator Market Average</i>			\$110,892	\$129,798	\$150,092
Pierce County, WA as a % of Overall Market Average			106%	106%	105%
<i>Adjustment To Reach Market Average</i>			-5%	-6%	-5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Oversees the areas of facilities management, construction management, and property management. Coordinates and facilitates the activities of the three divisions including the determination of major department policies, preparing short and long term facilities plans and development of yearly work program and budget.

MINIMUM REQUIREMENTS

Bachelor's degree in public or business administration or in any field related to the development/management of facilities and/or property and six or more years of progressively responsible work experience directly related to the duties of the position, including at least five years in a managerial/supervisory capacity.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Human Resources Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 3	40.0	\$113,607	\$150,550	\$187,494
City of Tacoma, WA	Human Resources Director	40.0	\$145,226	\$165,703	\$186,181
Clark County, WA	Director Human Resources	40.0	\$100,378	\$121,103	\$141,827
King County, WA	Department Director - HR	40.0	\$137,197	\$155,551	\$173,905
Kitsap County, WA	Director Human Resources	40.0	\$113,973	\$135,559	\$157,145
Multnomah County, OR	Chief Human Resources Officer	40.0	\$127,812	\$166,156	\$204,500
Snohomish County, WA	Human Resources, Director of	40.0	\$103,407	\$124,763	\$146,118
Spokane County, WA	Human Resources Director	37.5	\$90,894	\$106,772	\$122,649
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Human Resources Director	40.0	\$117,640	\$137,247	\$156,853
Washington County, OR	Human Resources Manager	40.0	\$125,276	\$142,583	\$159,890
Pierce County, WA		35.0	\$122,791	\$144,259	\$165,726
<i>Custom Survey Market Average</i>			\$117,541	\$140,599	\$163,656
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	103%	101%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$130,092	\$154,561	\$180,665
Pierce County, WA		35.0	\$122,791	\$144,259	\$165,726
<i>Published Market Average</i>			\$130,092	\$154,561	\$180,665
<i>Pierce County, WA as a % of Published Market Average</i>			94%	93%	92%
Pierce County, WA			\$122,791	\$144,259	\$165,726
<i>Overall Comparator Market Average</i>			\$123,816	\$147,580	\$172,160
Pierce County, WA as a % of Overall Market Average			99%	98%	96%
<i>Adjustment To Reach Market Average</i>			1%	2%	4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Leads a department responsible for the overall administration of human resources functions, planning and delivering a broad range of human resource services and support activities for more than 3,300 employees.

MINIMUM REQUIREMENTS

Bachelor's degree in human resource management, public administration, or a related field and six years of directly-related supervisory experience. Extensive experience in the following areas: recruiting and placement; diversity programs; job analysis, description, and classification; salary and pay classification; workforce planning; labor and employee relations, including grievance procedures; promotion and disciplinary review; and benefit planning and administration.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Human Services Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 3	40.0	\$113,607	\$150,550	\$187,494
City of Tacoma, WA	Neighborhood & Comm. Ser. Director	40.0	\$135,678	\$154,825	\$173,971
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Director Human Services	40.0	\$113,973	\$135,559	\$157,145
Multnomah County, OR	Department Director 2	40.0	\$127,812	\$166,156	\$204,500
Snohomish County, WA	Human Services, Director of	40.0	\$113,971	\$137,512	\$161,053
Spokane County, WA	Director of Comm. Servs, Housing, & C	37.5	\$109,341	\$128,440	\$147,540
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Public Health & Social Services Dir.	40.0	\$117,640	\$137,247	\$156,853
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Custom Survey Market Average</i>			\$118,860	\$144,327	\$169,794
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			99%	95%	93%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$117,165	\$137,657	\$158,150
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$117,165	\$137,657	\$158,150
<i>Overall Comparator Market Average</i>			\$118,860	\$144,327	\$169,794
Pierce County, WA as a % of Overall Market Average			99%	95%	93%
<i>Adjustment To Reach Market Average</i>			1%	5%	7%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Oversees and has overall responsibility for over 50 programs ranging from housing and homeless, behavioral health, energy assistance, early childhood education, drug and violence prevention programs, and veteran's assistance, to case management services that help seniors and adults with disabilities remain living in their homes.

MINIMUM REQUIREMENTS

Bachelor's degree in business or public administration or a field directly related to human services and six or more years of progressively responsible supervisory experience directly related to the duties of the position is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Parks and Recreation Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 3	40.0	\$113,607	\$150,550	\$187,494
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	Division Director - Parks	40.0	\$143,861	\$163,107	\$182,353
Kitsap County, WA	Director Parks & Recreation	40.0	\$110,392	\$131,306	\$152,219
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Parks and Recreation, Director of	40.0	\$113,971	\$137,512	\$161,053
Spokane County, WA	Parks, Recreation and Golf Director	37.5	\$90,532	\$106,346	\$122,160
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Custom Survey Market Average</i>			\$114,473	\$137,764	\$161,056
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			97%	95%	93%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$111,477	\$131,014	\$150,552
<i>Overall Comparator Market Average</i>			\$114,473	\$137,764	\$161,056
Pierce County, WA as a % of Overall Market Average			97%	95%	93%
<i>Adjustment To Reach Market Average</i>			3%	5%	7%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Oversees the direction and administration of the department's parks, recreation and business operations; including the development and implementation of new programs as well as the effective management of existing programs; serves as department's key spokesman in legislative and public affairs.

MINIMUM REQUIREMENTS

Bachelor's degree in recreation and/or park administration or related field and six-year of directly related supervisory related experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Director of Planning and Public Works Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 3	40.0	\$113,607	\$150,550	\$187,494
City of Tacoma, WA	Public Works Director	40.0	\$154,253	\$175,999	\$197,746
Clark County, WA	Director Public Works	40.0	\$113,553	\$137,010	\$160,467
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Director Public Works	40.0	\$121,134	\$144,075	\$167,017
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Public Works, Director of	40.0	\$125,622	\$151,569	\$177,516
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Public Works Director	40.0	\$117,640	\$137,247	\$156,853
Washington County, OR	Director of Land Use and Trans.	40.0	\$148,914	\$169,485	\$190,055
Pierce County, WA		35.0	\$147,698	\$173,560	\$199,422
<i>Custom Survey Market Average</i>			\$127,817	\$152,276	\$176,735
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			116%	114%	113%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Planning Manager / Director	40.0	\$117,135	\$128,534	\$139,974
Pierce County, WA		35.0	\$147,698	\$173,560	\$199,422
<i>Published Market Average</i>			\$117,135	\$128,534	\$139,974
<i>Pierce County, WA as a % of Published Market Average</i>			126%	135%	142%
Pierce County, WA			\$147,698	\$173,560	\$199,422
<i>Overall Comparator Market Average</i>			\$122,476	\$140,405	\$158,355
Pierce County, WA as a % of Overall Market Average			121%	124%	126%
<i>Adjustment To Reach Market Average</i>			-17%	-19%	-21%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

The Director leads a department responsible Structural Engineering, Sustainable Resources, Wastewater Utility, Surface Water Management, Roads Maintenance, Airport and Ferry Services, Resource Management, Development Engineering, Code Enforcement, Current Planning, administration and technical support activities.

MINIMUM REQUIREMENTS

Bachelor's degree in urban planning, business administration, public administration, engineering or related field; and six years of supervisory experience directly related to the department.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

District Court Administrator Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Court Administrator	40.0	\$104,354	\$119,080	\$133,806
Clark County, WA	District Court Administrator	40.0	\$93,211	\$112,449	\$131,687
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Court Administrator	40.0	\$88,889	\$105,736	\$122,582
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	District Court Administrator	40.0	\$93,813	\$113,191	\$132,568
Spokane County, WA	District Court Administrator	37.5	\$86,036	\$101,065	\$116,093
State of Washington	No Match		NA	NA	NA
Thurston County, WA	District Court Administrator	40.0	\$99,964	\$116,627	\$133,289
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Custom Survey Market Average</i>			\$94,378	\$111,358	\$128,338
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			118%	118%	117%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$111,477	\$131,014	\$150,552
<i>Overall Comparator Market Average</i>			\$94,378	\$111,358	\$128,338
Pierce County, WA as a % of Overall Market Average			118%	118%	117%
<i>Adjustment To Reach Market Average</i>			-15%	-15%	-15%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides leadership, vision, and develop a long-term strategy for effective court services including: developing and implementing a long-term judicial branch strategic direction in collaboration with judges, court administrators and staff; identifying and initiating court innovations; developing administrative practices that promote the effective and efficient use of court resources; developing and overseeing compliance with organizational performance standards; overseeing the integration of strategic planning and budget preparation; motivating court personnel; and developing new sources of revenue.

MINIMUM REQUIREMENTS

Bachelor's degree with major course work in Court Administration, Law, Business or Public Administration, or closely related field; and five or more years of administrative/management experience directly related to the duties of the position.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Economic Development Specialist Program Series					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Program Development Specialist, Lead	40.0	\$65,790	\$75,078	\$84,365
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Economic Development Analyst	40.0	\$76,529	\$85,366	\$94,203
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Commerce Specialist 3	40.0	\$55,308	\$64,867	\$74,425
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Custom Survey Market Average</i>			\$65,876	\$75,104	\$84,331
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			118%	118%	118%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$77,875	\$88,806	\$99,736
<i>Overall Comparator Market Average</i>			\$65,876	\$75,104	\$84,331
Pierce County, WA as a % of Overall Market Average			118%	118%	118%
<i>Adjustment To Reach Market Average</i>			-15%	-15%	-15%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Coordinates and carries out activities relating to commercial, industrial and job development. Performs program implementation, business analysis, commercial and industrial real estate analysis, report writing, community planning and process facilitation, grant writing and general business assistance.

MINIMUM REQUIREMENTS

Bachelor's degree with major coursework in economics, business administration, public administration or a related discipline is required. Three years experience working in business development, business assistance or business revitalization required.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Elections Specialist Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Elections Coordinator	40.0	\$50,869	\$57,893	\$64,917
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Elections & Voter Outreach Specialist	40.0	\$52,318	\$57,927	\$63,536
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Elections Specialist	40.0	\$42,234	\$49,211	\$56,188
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$48,473	\$55,010	\$61,547
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			127%	126%	126%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$48,473	\$55,010	\$61,547
Pierce County, WA as a % of Overall Market Average			127%	126%	126%
<i>Adjustment To Reach Market Average</i>			-21%	-21%	-21%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Plans, organizes, directs, and evaluates the activities of an assigned election area i.e. voter registration, ballot processing and preparation, elections materials and website. This is a working specialist position. Trains, plans, distributes, and assigns work to volunteer and extra hire staff to accommodate work fluctuations and changes; monitors work compiled and takes corrective action to maintain acceptable quality standards.

MINIMUM REQUIREMENTS

Four years of general clerical experience required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Emergency Management Coordinator 1 Program Series					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Emergency Prep Officer	40.0	\$73,731	\$76,565	\$79,399
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Program Specialist Senior	40.0	\$70,050	\$78,133	\$86,217
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Emergency Mgmt Prgm Specialist 3	40.0	\$58,112	\$68,136	\$78,159
Thurston County, WA	Emergency Mgmt Coordinator	40.0	\$63,784	\$74,412	\$85,041
Washington County, OR	Emergency Management Coord.	40.0	\$74,594	\$82,622	\$90,650
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$68,054	\$75,974	\$83,893
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			90%	91%	93%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Emergency Mgmt Coordinator	40.0	\$63,209	\$69,765	\$77,188
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			\$63,209	\$69,765	\$77,188
<i>Pierce County, WA as a % of Published Market Average</i>			97%	100%	101%
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$65,632	\$72,869	\$80,541
Pierce County, WA as a % of Overall Market Average			94%	95%	96%
<i>Adjustment To Reach Market Average</i>			7%	5%	4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Administers, coordinates, develops and implements specific emergency management programs and plans. Coordinate and lead various emergency response activities, including but not limited to search and rescue operations and hazardous materials spill operations.

MINIMUM REQUIREMENTS

Bachelor's degree and three years professional experience in Emergency Management or related activities.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Engineering Technician 3 Engineering & Related Fields					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Civil Engineering Specialist, Asst. 3	40.0	\$68,474	\$74,211	\$79,948
City of Tacoma, WA	Engineering Technician III	40.0	\$63,794	\$70,658	\$77,522
Clark County, WA	Engineering Technician Sr.	40.0	\$63,570	\$72,358	\$81,146
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Engineering Tech Analyst	40.0	\$53,065	\$63,102	\$73,140
Multnomah County, OR	Engineering Technician 3	40.0	\$64,237	\$71,557	\$78,876
Snohomish County, WA	Engineering Technician IV	40.0	\$54,960	\$60,873	\$66,787
Spokane County, WA	Engineering Technician 3	40.0	\$52,740	\$61,952	\$71,165
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Engineering Technician II	40.0	\$62,407	\$72,705	\$83,002
Washington County, OR	Engineering Technician III (Rep)	40.0	\$65,272	\$72,741	\$80,209
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$60,947	\$68,906	\$76,866
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	114%	114%
<i>Published Data Sources</i>					
CompAnalyst	Civil Engineering Technician III	40.0	\$50,300	\$70,500	\$87,000
Economic Research Institute	Engineering Technician Civil - Level 3	40.0	\$58,853	\$68,993	\$82,336
Milliman Surveys - Blended	Engineering Technician III	40.0	\$61,602	\$83,046	\$86,789
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$56,918	\$74,180	\$85,375
<i>Pierce County, WA as a % of Published Market Average</i>			122%	106%	103%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$58,932	\$71,543	\$81,120
Pierce County, WA as a % of Overall Market Average			117%	110%	108%
<i>Adjustment To Reach Market Average</i>			-15%	-9%	-8%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs complex technical work in the fields of civil engineering, surveying or inspection. Incumbents make calculations, record data, keep records, and inspect materials and projects based upon established standards. Employees work independently and may lead a small group of lower level engineering technicians.

MINIMUM REQUIREMENTS

Two years of college or post-high school technical training and two or more years of progressively responsible related experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Environmental Biologist 2 Planning and Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Environmental Analyst, Associate	40.0	\$73,338	\$79,340	\$85,342
City of Tacoma, WA	Natural Resources Specialist II	40.0	\$79,560	\$90,792	\$102,024
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Biologist	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Environmental Specialist 3	40.0	\$44,276	\$51,919	\$59,562
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Custom Survey Market Average</i>			\$64,425	\$72,283	\$80,142
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			121%	123%	124%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$77,875	\$88,806	\$99,736
<i>Overall Comparator Market Average</i>			\$64,425	\$72,283	\$80,142
Pierce County, WA as a % of Overall Market Average			121%	123%	124%
<i>Adjustment To Reach Market Average</i>			-17%	-19%	-20%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs advanced technical and professional support work related to environmental issues with an emphasis on wetland management. Conducts site visits to determine or verify the presence of wetlands and identify the wetland categories, analyzing the proposed development activity in relation to its impact on the wetlands.

MINIMUM REQUIREMENTS

Bachelor's degree in botany, biology, environmental studies, fisheries, soil science, wildlife biology or a related field, and three years of related work experience, including a minimum of one year experience delineating wetlands using the Unified Federal Manual and preparing wetland reports is required.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Equipment Technician Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Auto Mechanic	40.0	\$65,139	\$67,768	\$70,396
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Equipment Technician I	40.0	\$58,588	\$62,554	\$66,521
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Specialist	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	Fleet Maintenance Technician 3	40.0	\$53,990	\$60,050	\$66,110
Snohomish County, WA	Equipment Mechanic - Auto	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Shop Worker - Light Truck & Car Mech	40.0	\$55,330	\$59,801	\$64,272
State of Washington	Equipment Technician 2	40.0	\$37,521	\$43,811	\$50,100
Thurston County, WA	Equipment Mechanic	40.0	\$57,896	\$63,325	\$68,754
Washington County, OR	Equipment Mechanic (Rep)	40.0	\$56,342	\$62,246	\$68,149
Pierce County, WA		40.0	\$72,134	\$72,134	\$72,134
<i>Custom Survey Market Average</i>			\$54,662	\$60,252	\$65,842
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			132%	120%	110%
<i>Published Data Sources</i>					
CompAnalyst	Automotive Mechanic III	40.0	\$49,300	\$61,300	\$76,600
Economic Research Institute	Automobile Mechanic - Level 3	40.0	\$52,116	\$60,254	\$71,817
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$62,910	\$70,075	\$73,907
Pierce County, WA		40.0	\$72,134	\$72,134	\$72,134
<i>Published Market Average</i>			\$54,776	\$63,876	\$74,108
<i>Pierce County, WA as a % of Published Market Average</i>			132%	113%	97%
Pierce County, WA			\$72,134	\$72,134	\$72,134
<i>Overall Comparator Market Average</i>			\$54,719	\$62,064	\$69,975
Pierce County, WA as a % of Overall Market Average			132%	116%	103%
<i>Adjustment To Reach Market Average</i>			-24%	-14%	-3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a wide variety of mechanical, preventative maintenance functions to restore or maintain safe, standard operation of motor vehicles, road maintenance vehicles, and construction equipment.

MINIMUM REQUIREMENTS

Must be able to verify journey level standing as an Equipment Technician by providing one of the following: certification as Master Technician from Automotive Service Excellence (ASE), full journey level status in Automotive Machinists' Union, four years of work experience as a full-time assistant to a journey level mechanic, or completion of a relevant and recognized apprenticeship program. Must obtain a Driver's License and in some instances a CDL.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Executive Assistant Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive Assistant	40.0	\$80,929	\$87,627	\$94,326
City of Tacoma, WA	Executive Assistant	40.0	\$80,662	\$92,040	\$103,418
Clark County, WA	No Match		NA	NA	NA
King County, WA	Executive Secretary/Assistant III	40.0	\$74,054	\$83,961	\$93,867
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Executive Assistant	40.0	\$63,563	\$76,694	\$89,824
Spokane County, WA	Executive Assistant	37.5	\$42,761	\$50,231	\$57,700
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Commissioner's Executive Aide	40.0	\$60,661	\$70,774	\$80,886
Washington County, OR	Executive Assistant	40.0	\$64,311	\$71,234	\$78,156
Pierce County, WA		35.0	\$83,407	\$97,945	\$112,483
<i>Custom Survey Market Average</i>			\$66,706	\$76,080	\$85,454
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			125%	129%	132%
<i>Published Data Sources</i>					
CompAnalyst	Executive Assistant to the CEO	40.0	\$63,600	\$83,800	\$112,700
Economic Research Institute	Executive Assistant - Level 3	40.0	\$72,065	\$86,731	\$105,320
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$83,407	\$97,945	\$112,483
<i>Published Market Average</i>			\$67,833	\$85,266	\$109,010
<i>Pierce County, WA as a % of Published Market Average</i>			123%	115%	103%
Pierce County, WA			\$83,407	\$97,945	\$112,483
<i>Overall Comparator Market Average</i>			\$67,269	\$80,673	\$97,232
Pierce County, WA as a % of Overall Market Average			124%	121%	116%
<i>Adjustment To Reach Market Average</i>			-19%	-18%	-14%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides a broad range of support for the County Executive dealing with highly complex and confidential matter requiring an advanced level of professionalism and tact. Manages Executive Office administrative staff.

MINIMUM REQUIREMENTS

This position is appointed by the County Executive. Bachelor's degree required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Facilities Maintenance Mechanic Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Facilities Maintenance Mechanic	40.0	\$68,994	\$72,509	\$76,024
Clark County, WA	Facilities Maintenance Specialist	40.0	\$75,159	\$75,159	\$75,159
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Specialist	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Facilities Technician II	40.0	\$45,198	\$50,079	\$54,960
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Maintenance Mechanic 2	40.0	\$41,194	\$48,251	\$55,308
Thurston County, WA	Facilities Technician III	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	Facilities Maintenance Tech, Senior	40.0	\$59,736	\$66,168	\$72,600
Pierce County, WA		40.0	\$74,942	\$74,942	\$74,942
<i>Custom Survey Market Average</i>			\$56,625	\$62,424	\$68,222
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			132%	120%	110%
<i>Published Data Sources</i>					
CompAnalyst	HVAC Mechanic II	40.0	\$48,100	\$60,100	\$74,000
Economic Research Institute	General Maintenance Worker - Level 3	40.0	\$54,101	\$60,734	\$70,213
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$60,250	\$69,101	\$75,713
Pierce County, WA		40.0	\$74,942	\$74,942	\$74,942
<i>Published Market Average</i>			\$54,150	\$63,312	\$73,308
<i>Pierce County, WA as a % of Published Market Average</i>			138%	118%	102%
Pierce County, WA			\$74,942	\$74,942	\$74,942
<i>Overall Comparator Market Average</i>			\$55,388	\$62,868	\$70,765
Pierce County, WA as a % of Overall Market Average			135%	119%	106%
<i>Adjustment To Reach Market Average</i>			-26%	-16%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs journey level work in one or more trades areas such as carpentry, electrical, HVAC, plumbing, masonry, or related trade area.

MINIMUM REQUIREMENTS

Three or more years of journey-level work experience in one or more of the building, mechanical, electrical, carpentry, plumbing, construction, or related trade areas and provide adequate documentation of such.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Family Educator 2 Social Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Program Intake Representative	40.0	\$52,272	\$56,578	\$60,883
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Community Health Specialist 2	40.0	\$45,380	\$50,481	\$55,583
Snohomish County, WA	Case Management Aide	40.0	\$47,442	\$52,555	\$57,669
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$47,299	\$53,123	\$58,947
<i>Custom Survey Market Average</i>			\$48,364	\$53,205	\$58,045
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			98%	100%	102%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$47,299	\$53,123	\$58,947
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$47,299	\$53,123	\$58,947
<i>Overall Comparator Market Average</i>			\$48,364	\$53,205	\$58,045
Pierce County, WA as a % of Overall Market Average			98%	100%	102%
<i>Adjustment To Reach Market Average</i>			2%	0%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Assists families in accessing a variety of services with emphasis on moving toward self-sufficiency. Facilitates the outreach process of eligible participants, performs in-depth assessment of individual or family needs, and develops individualized plans of action providing counseling and referral services.

MINIMUM REQUIREMENTS

Associate Degree or two year degree in the field of social work, psychology or a field relevant to the program from an accredited institution of higher education required and two years of successful relevant experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Fire Inspector Planning and Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Building Inspector, Journey	40.0	\$73,731	\$79,752	\$85,774
City of Tacoma, WA	Fire Inspector	40.0	\$100,006	\$102,534	\$105,061
Clark County, WA	Fire Inspector	40.0	\$68,552	\$75,972	\$83,391
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Deputy Fire Marshal 1	40.0	\$53,065	\$63,102	\$73,140
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Fire Inspector	40.0	\$54,960	\$60,873	\$66,787
Spokane County, WA	Specialty Inspector 1	37.5	\$39,266	\$46,125	\$52,984
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Fire Code Specialist	40.0	\$65,530	\$76,343	\$87,156
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$65,016	\$72,100	\$79,185
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			94%	96%	98%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$65,016	\$72,100	\$79,185
Pierce County, WA as a % of Overall Market Average			94%	96%	98%
<i>Adjustment To Reach Market Average</i>			6%	4%	2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs fire inspection work in securing compliance with fire prevention ordinances and accepted standards for the Fire Prevention Bureau. Inspects places of public assembly, schools, multiple dwelling units, and commercial/industrial buildings for fire hazards, efficiency of fire protection equipment and adequacy of fire escapes and exits.

MINIMUM REQUIREMENTS

Two or more years of experience in fire/building code inspection, fire prevention, fire investigation, or other fire service related work is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Forensic Investigator Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Forensic Specialist	40.0	\$64,750	\$71,708	\$78,666
Clark County, WA	PAs Investigator	40.0	\$63,570	\$72,369	\$81,168
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Forensic Specialist	37.5	\$57,535	\$57,535	\$57,535
State of Washington	Forensic Scientist 2	40.0	\$52,698	\$61,755	\$70,812
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Forensic Technician II (Rep)	40.0	\$69,760	\$77,286	\$84,812
Pierce County, WA		40.0	\$70,262	\$77,407	\$84,552
<i>Custom Survey Market Average</i>			\$61,663	\$68,131	\$74,598
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	114%	113%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Crime Scene Technician	40.0	\$74,121	\$85,605	\$89,411
Pierce County, WA		40.0	\$70,262	\$77,407	\$84,552
<i>Published Market Average</i>			\$74,121	\$85,605	\$89,411
<i>Pierce County, WA as a % of Published Market Average</i>			95%	90%	95%
Pierce County, WA			\$70,262	\$77,407	\$84,552
<i>Overall Comparator Market Average</i>			\$67,892	\$76,868	\$82,005
Pierce County, WA as a % of Overall Market Average			103%	101%	103%
<i>Adjustment To Reach Market Average</i>			-3%	-1%	-3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs criminal investigation work requiring the performance of complex technical work in the identification of criminal offenders through the collection, preservation and evaluation of physical evidence obtained from crime scenes for the purpose of criminal identification and prosecution.

MINIMUM REQUIREMENTS

High school graduation or G.E.D. certificate and two (2) years of experience in either one or a combination of the following areas is required: (1) Crime Scene Investigation - Crime scene searching; physical evidence collection, preservation and processing; crime scene sketching and crime scene photography OR (2) Fingerprinting - Working knowledge of the science of friction skin with primary emphasis on fingerprint classification, searching, comparison and filing of fingerprints, including latent fingerprints. Knowledge of techniques utilized in the recovery of latent fingerprints. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Gardener 1 Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Gardener	40.0	\$49,369	\$51,341	\$53,312
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Arborist/Vegetation Specialist	40.0	\$55,583	\$61,826	\$68,069
Snohomish County, WA	Gardener	40.0	\$49,808	\$55,167	\$60,527
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Grounds & Nursery Services Spec. 2	40.0	\$28,434	\$32,977	\$37,521
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Groundskeeper	40.0	\$45,545	\$50,453	\$55,360
Pierce County, WA		40.0	\$41,080	\$50,326	\$59,571
<i>Custom Survey Market Average</i>			\$45,748	\$50,353	\$54,958
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			90%	100%	108%
<i>Published Data Sources</i>					
CompAnalyst	Groundskeeper	40.0	\$28,800	\$39,600	\$53,800
Economic Research Institute	Gardener - Level 1	40.0	\$28,353	\$30,788	\$35,376
Milliman Surveys - Blended	Gardener / Groundskeeper	40.0	\$38,136	\$48,401	\$55,431
Pierce County, WA		40.0	\$41,080	\$50,326	\$59,571
<i>Published Market Average</i>			\$31,763	\$39,597	\$48,202
<i>Pierce County, WA as a % of Published Market Average</i>			129%	127%	124%
Pierce County, WA			\$41,080	\$50,326	\$59,571
<i>Overall Comparator Market Average</i>			\$38,755	\$44,975	\$51,580
Pierce County, WA as a % of Overall Market Average			106%	112%	115%
<i>Adjustment To Reach Market Average</i>			-6%	-11%	-13%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Cultivates and cares for ornamental plants and lawns on organization properties. Mows lawns, fertilizes, prunes, trims, sprays and transplants plants, shrubs and trees.

MINIMUM REQUIREMENTS

One or more years of experience working in a green house, nursery or closely related field. Possession of or ability to obtain a valid Washington State Public Pesticide License.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

GIS Cartographer 2 Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Cartographer	40.0	\$61,217	\$66,130	\$71,043
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	GIS Technician II	40.0	\$47,854	\$54,525	\$61,196
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	GIS Technician	40.0	\$53,990	\$60,050	\$66,110
Snohomish County, WA	GIS Technician	40.0	\$49,808	\$55,167	\$60,527
Spokane County, WA	GIS Technician	37.5	\$42,320	\$49,713	\$57,105
State of Washington	Cartographer 2	40.0	\$42,149	\$49,399	\$56,650
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	GIS Technician II	40.0	\$56,863	\$62,989	\$69,115
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,842
<i>Custom Survey Market Average</i>			\$50,600	\$56,853	\$63,107
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	115%	115%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	GIS - Analyst	40.0	\$78,838	\$93,403	\$104,711
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,842
<i>Published Market Average</i>			\$78,838	\$93,403	\$104,711
<i>Pierce County, WA as a % of Published Market Average</i>			73%	70%	70%
Pierce County, WA			\$57,824	\$65,333	\$72,842
<i>Overall Comparator Market Average</i>			\$64,719	\$75,128	\$83,909
Pierce County, WA as a % of Overall Market Average			89%	87%	87%
<i>Adjustment To Reach Market Average</i>			12%	15%	15%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides technical skills for various County divisions and organizations for the use of current GIS (Geographic Information Systems) and cartographic technologies. Creates, maintains, and updates County spatial layers and maps.

MINIMUM REQUIREMENTS

Associates degree in geography, engineering, GIS or related field and two or more years of digital (computerized) mapping, related field work or applied use of GIS technology experience for a municipal planning/zoning office, surveyor, or civil engineering office.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

GIS Programmer/Engineer 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	IT Programmer Analyst	40.0	\$72,416	\$78,301	\$84,185
City of Tacoma, WA	IT Analyst, Senior (GIS)	40.0	\$67,434	\$86,029	\$104,624
Clark County, WA	GIS Coordinator	40.0	\$80,295	\$96,868	\$113,442
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	GIS Analyst, Sr	40.0	\$66,787	\$73,958	\$81,129
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	GIS Analyst III	40.0	\$79,229	\$92,432	\$105,635
Washington County, OR	GIS Analyst	40.0	\$82,368	\$91,250	\$100,131
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Custom Survey Market Average</i>			\$74,755	\$86,473	\$98,191
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			98%	104%	108%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$73,381	\$89,831	\$106,282
<i>Overall Comparator Market Average</i>			\$74,755	\$86,473	\$98,191
Pierce County, WA as a % of Overall Market Average			98%	104%	108%
<i>Adjustment To Reach Market Average</i>			2%	-4%	-8%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs senior-level professional, technical, analytical, and customer-oriented work in the GIS Division of the Information Technology Services. Provides technical services and expertise to IT GIS clients for the use of enterprise GIS technologies, GIS data construction, programming, database management, GIS analysis, system implementation and project management.

MINIMUM REQUIREMENTS

Bachelors Degree in Science, Technology, Engineering, Geography or related field and four or more years of information technology/GIS experience required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

GIS Specialist Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	IT Specialist	40.0	\$59,608	\$64,551	\$69,494
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Specialist	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	GIS Analyst	40.0	\$60,527	\$67,083	\$73,638
Spokane County, WA	GIS Specialist	37.5	\$57,105	\$67,080	\$77,055
State of Washington	Cartographer 3	40.0	\$50,100	\$58,728	\$67,356
Thurston County, WA	GIS Analyst I	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$56,766	\$65,125	\$73,483
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			122%	121%	120%
<i>Published Data Sources</i>					
CompAnalyst	GIS Analyst II	40.0	\$55,500	\$67,300	\$87,900
Economic Research Institute	GIS Specialist - Level 2	40.0	\$54,310	\$64,216	\$77,319
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$54,905	\$65,758	\$82,610
<i>Pierce County, WA as a % of Published Market Average</i>			126%	119%	106%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$55,835	\$65,441	\$78,046
Pierce County, WA as a % of Overall Market Average			124%	120%	113%
<i>Adjustment To Reach Market Average</i>			-19%	-17%	-11%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Assists a department in the application definition, development, coordination, and implementation of a database management system through an automated geographic information system (GIS).

MINIMUM REQUIREMENTS

Bachelor's degree with major coursework in planning, geography, engineering, computer science, or related field and two or more years experience in planning, systems development and design, cartography, programming, or related field is required, which includes at least one or more years work experience and/or formal coursework involving geographic information systems.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Grant Accountant 1 Finance					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Grant Accounting Specialist	40.0	\$46,100	\$52,515	\$58,930
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Accountant, Grant	40.0	\$52,318	\$57,927	\$63,536
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Custom Survey Market Average</i>			\$49,209	\$55,221	\$61,233
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			133%	134%	135%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	Grants Accountant - Level 1	40.0	\$47,565	\$55,198	\$65,653
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Published Market Average</i>			\$47,565	\$55,198	\$65,653
<i>Pierce County, WA as a % of Published Market Average</i>			137%	134%	126%
Pierce County, WA			\$65,229	\$73,954	\$82,680
<i>Overall Comparator Market Average</i>			\$48,387	\$55,209	\$63,443
Pierce County, WA as a % of Overall Market Average			135%	134%	130%
<i>Adjustment To Reach Market Average</i>			-26%	-25%	-23%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional grant accounting work for various departments, maintaining and operating a general accounting system utilizing federal, state, and local regulatory requirements.

MINIMUM REQUIREMENTS

Bachelor's degree with major coursework in accounting, business, public administration or related discipline applicable to position and one or more years experience in governmental accounting, auditing, budgeting, or closely related field is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Heavy Equipment Operator Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Truck Driver, Heavy	40.0	\$60,962	\$62,207	\$63,453
City of Tacoma, WA	Equipment Operator, Heavy	40.0	\$71,053	\$71,053	\$71,053
Clark County, WA	Heavy Equipment Operator	40.0	\$47,341	\$52,504	\$57,668
King County, WA	Equipment Operator	40.0	\$58,052	\$64,321	\$70,590
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Road Maintenance Worker IV	40.0	\$47,115	\$52,953	\$58,791
Spokane County, WA	Shop Worker - Equipment Mechanic	40.0	\$56,446	\$61,007	\$65,569
State of Washington	Equipment Operator 2	40.0	\$40,264	\$47,116	\$53,967
Thurston County, WA	Maintenance Technician, Senior	40.0	\$57,896	\$63,325	\$68,754
Washington County, OR	Heavy Equipment Operator (Rep)	40.0	\$56,825	\$62,809	\$68,794
Pierce County, WA		40.0	\$70,782	\$70,782	\$70,782
<i>Custom Survey Market Average</i>			\$55,106	\$59,700	\$64,293
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			128%	119%	110%
<i>Published Data Sources</i>					
CompAnalyst	Heavy Equipment Operator	40.0	\$49,400	\$72,000	\$90,500
Economic Research Institute	Heavy Equipment Operator - Level 2	40.0	\$51,036	\$61,133	\$74,551
Milliman Surveys - Blended	Construction Equipment Operator	40.0	\$58,472	\$70,484	\$71,584
Pierce County, WA		40.0	\$70,782	\$70,782	\$70,782
<i>Published Market Average</i>			\$52,969	\$67,872	\$78,878
<i>Pierce County, WA as a % of Published Market Average</i>			134%	104%	90%
Pierce County, WA			\$70,782	\$70,782	\$70,782
<i>Overall Comparator Market Average</i>			\$54,038	\$63,786	\$71,586
Pierce County, WA as a % of Overall Market Average			131%	111%	99%
<i>Adjustment To Reach Market Average</i>			-24%	-10%	1%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly skilled, journey-level work responsible for operating heavy-duty construction equipment, performing a wide variety of construction and maintenance work, and serving as a lead worker for various Planning and Public Works projects.

MINIMUM REQUIREMENTS

Completion of a minimum of six months experience as an Equipment Operator or two or more years of experience in the operation and maintenance of heavy construction equipment. A Washington State Commercial Driver's License (Class A with air brake restriction removed and tank endorsement) is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Human Resource Analyst Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Personnel Analyst	40.0	\$68,180	\$73,789	\$79,399
City of Tacoma, WA	Human Resources Analyst	40.0	\$68,890	\$76,315	\$83,741
Clark County, WA	Human Resources Rep Associate	40.0	\$59,719	\$72,036	\$84,354
King County, WA	Human Resource Analyst	40.0	\$70,623	\$80,071	\$89,519
Kitsap County, WA	Human Resources Analyst	40.0	\$63,826	\$75,903	\$87,979
Multnomah County, OR	HR Analyst 2	40.0	\$58,637	\$73,297	\$87,956
Snohomish County, WA	Human Resources Analyst - Rec.	40.0	\$66,787	\$73,958	\$81,129
Spokane County, WA	Human Resources Specialist	37.5	\$47,017	\$55,230	\$63,443
State of Washington	Human Resource Consultant 3	40.0	\$50,100	\$58,728	\$67,356
Thurston County, WA	Human Resources Analyst	40.0	\$68,461	\$79,873	\$91,285
Washington County, OR	Human Resources Analyst II	40.0	\$74,594	\$82,622	\$90,650
Pierce County, WA		40.0	\$69,204	\$78,579	\$87,954
<i>Custom Survey Market Average</i>			\$63,349	\$72,893	\$82,437
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			109%	108%	107%
<i>Published Data Sources</i>					
CompAnalyst	Human Resources Generalist II	40.0	\$54,700	\$68,800	\$86,000
Economic Research Institute	Human Resource Analyst - Level 2	40.0	\$60,403	\$70,998	\$84,863
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$71,105	\$79,144	\$87,260
Pierce County, WA		40.0	\$69,204	\$78,579	\$87,954
<i>Published Market Average</i>			\$62,069	\$72,981	\$86,041
<i>Pierce County, WA as a % of Published Market Average</i>			111%	108%	102%
Pierce County, WA			\$69,204	\$78,579	\$87,954
<i>Overall Comparator Market Average</i>			\$62,709	\$72,937	\$84,239
Pierce County, WA as a % of Overall Market Average			110%	108%	104%
<i>Adjustment To Reach Market Average</i>			-9%	-7%	-4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a wide variety of human resource functions including recruitment, pre-employment testing, classification and compensation analysis, job analysis, and may assist with Labor Relations activities.

MINIMUM REQUIREMENTS

Bachelor's degree in human resources management, public or business administration or a closely related field and two years of professional human resource experience which includes recruitment and classification experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Internal Auditor 2 Finance					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Management Auditor	40.0	\$92,627	\$92,627	\$92,627
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Auditor 4	40.0	\$45,412	\$53,236	\$61,060
Thurston County, WA	Internal Auditor	40.0	\$75,992	\$88,660	\$101,328
Washington County, OR	Performance Auditor	40.0	\$69,280	\$76,734	\$84,188
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Custom Survey Market Average</i>			\$70,828	\$77,814	\$84,801
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			110%	114%	118%
<i>Published Data Sources</i>					
CompAnalyst	Internal Auditor II	40.0	\$56,200	\$71,600	\$89,900
Economic Research Institute	Internal Auditor - Level 2	40.0	\$64,774	\$75,928	\$90,461
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$74,505	\$84,143	\$95,787
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Published Market Average</i>			\$65,160	\$77,224	\$92,049
<i>Pierce County, WA as a % of Published Market Average</i>			120%	115%	108%
Pierce County, WA			\$77,875	\$88,806	\$99,736
<i>Overall Comparator Market Average</i>			\$67,994	\$77,519	\$88,425
Pierce County, WA as a % of Overall Market Average			115%	115%	113%
<i>Adjustment To Reach Market Average</i>			-13%	-13%	-11%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional auditing and review work for the Finance Department designing, scheduling, and performing audits, reviews and investigations of the operations of the organization and its subcontractors.

MINIMUM REQUIREMENTS

Bachelor's degree with major coursework in accounting, business administration or related field and two or more years of auditing experience in the private and/or public sector.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

IT Manager - Infrastructure and Operations Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 3 - IT	40.0	\$89,069	\$111,331	\$133,594
City of Tacoma, WA	IT Manager	40.0	\$111,509	\$127,254	\$143,000
Clark County, WA	IT Manager III	40.0	\$97,837	\$118,031	\$138,225
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Manager	40.0	\$88,889	\$105,736	\$122,582
Multnomah County, OR	IT Manager Senior	40.0	\$107,585	\$139,861	\$172,137
Snohomish County, WA	IT Manager - Administration	40.0	\$93,813	\$113,191	\$132,568
Spokane County, WA	IT System Manager	37.5	\$74,697	\$87,745	\$100,793
State of Washington	IT Systems/Applications Specialist 6	40.0	\$74,425	\$87,228	\$100,031
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Technical Services Manager	40.0	\$110,570	\$122,461	\$134,353
Pierce County, WA		35.0	\$107,986	\$126,928	\$145,870
<i>Custom Survey Market Average</i>			\$94,266	\$112,538	\$130,809
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			115%	113%	112%
<i>Published Data Sources</i>					
CompAnalyst	Information Technology Manager	40.0	\$101,400	\$127,200	\$152,200
Economic Research Institute	IT Manager - Level 3	40.0	\$82,100	\$97,492	\$117,616
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$107,986	\$126,928	\$145,870
<i>Published Market Average</i>			\$91,750	\$112,346	\$134,908
<i>Pierce County, WA as a % of Published Market Average</i>			118%	113%	108%
Pierce County, WA			\$107,986	\$126,928	\$145,870
<i>Overall Comparator Market Average</i>			\$93,008	\$112,442	\$132,859
Pierce County, WA as a % of Overall Market Average			116%	113%	110%
<i>Adjustment To Reach Market Average</i>			-14%	-11%	-9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Sets the strategic and tactical direction for IT operations. Provides primary direction and supervision to IT staff who are responsible for the fiscal, operational planning, acquisition, deployment, security and support of information technology infrastructure technologies to include voice, data communication systems, including but not limited to local and wide area networks (LAN/WAN, WIFI, Cellular) routers, switches, servers, email, virtual server infrastructure, security systems (firewalls, load balancer, anti-virus systems, etc.), tier II / tier III data centers, IDF/MPOE, UPS, fire suppression systems, environmental, wiring, cable management, cabinets w/ seismic bracing, business continuity for the organization.

MINIMUM REQUIREMENTS

A Bachelor of Arts or Bachelor of Science degree in information technology, computer sciences, business, engineering or related field required and eight or more years of IT infrastructure and operations experience, including five years or more of complex project management experience and four or more years supervising technology professionals is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

IT Software Engineer 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	IT Professional B	40.0	\$78,065	\$97,601	\$117,137
City of Tacoma, WA	IT Analyst, Senior (ADSA)	40.0	\$67,434	\$78,905	\$90,376
Clark County, WA	IT Professional III	40.0	\$67,034	\$77,495	\$87,956
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Analyst	40.0	\$70,967	\$84,388	\$97,809
Multnomah County, OR	Development Analyst Senior	40.0	\$97,131	\$108,261	\$119,390
Snohomish County, WA	Systems Engineer 4 - DIS	40.0	\$74,018	\$83,228	\$92,438
Spokane County, WA	No Match		NA	NA	NA
State of Washington	IT Specialist 4	40.0	\$61,060	\$71,574	\$82,087
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Custom Survey Market Average</i>			\$73,673	\$85,922	\$98,170
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			100%	105%	108%
<i>Published Data Sources</i>					
CompAnalyst	Software Engineer II	40.0	\$74,700	\$92,700	\$112,100
Economic Research Institute	Software Engineer - Level 2	40.0	\$84,932	\$99,968	\$119,359
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$76,661	\$84,182	\$97,240
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Published Market Average</i>			\$78,765	\$92,283	\$109,566
<i>Pierce County, WA as a % of Published Market Average</i>			93%	97%	97%
Pierce County, WA			\$73,381	\$89,831	\$106,282
<i>Overall Comparator Market Average</i>			\$76,219	\$89,102	\$103,868
Pierce County, WA as a % of Overall Market Average			96%	101%	102%
<i>Adjustment To Reach Market Average</i>			4%	-1%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs senior-level professional functions in software programming and analysis, providing technical expertise to departments and agencies in multiple areas and manages software development projects.

MINIMUM REQUIREMENTS

Bachelor's degree in computer science or related field and three or more years of information technology experience required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

IT Systems Engineer 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	IT Professional B	40.0	\$78,065	\$97,601	\$117,137
City of Tacoma, WA	Business Analyst III	40.0	\$77,917	\$88,681	\$99,445
Clark County, WA	IT Professional III	40.0	\$67,034	\$77,495	\$87,956
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Analyst	40.0	\$70,967	\$84,388	\$97,809
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Systems Engineer 5 - DIS	40.0	\$85,685	\$96,346	\$107,008
Spokane County, WA	IT Systems Administrator-Senior	37.5	\$65,373	\$76,792	\$88,211
State of Washington	IT Specialist 4	40.0	\$61,060	\$71,574	\$82,087
Thurston County, WA	IT Consultant II	40.0	\$74,884	\$87,360	\$99,836
Washington County, OR	Network Analyst II	40.0	\$86,529	\$95,835	\$105,141
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Custom Survey Market Average</i>			\$74,168	\$86,230	\$98,292
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			99%	104%	108%
<i>Published Data Sources</i>					
CompAnalyst	Network Engineer II	40.0	\$70,700	\$90,300	\$113,400
Economic Research Institute	Network Engineer - Level 2	40.0	\$81,095	\$96,573	\$116,570
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$69,941	\$79,293	\$89,483
Pierce County, WA		40.0	\$73,381	\$89,831	\$106,282
<i>Published Market Average</i>			\$73,912	\$88,722	\$106,484
<i>Pierce County, WA as a % of Published Market Average</i>			99%	101%	100%
Pierce County, WA			\$73,381	\$89,831	\$106,282
<i>Overall Comparator Market Average</i>			\$74,040	\$87,476	\$102,388
Pierce County, WA as a % of Overall Market Average			99%	103%	104%
<i>Adjustment To Reach Market Average</i>			1%	-3%	-4%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical, analytical, and customer-oriented work within the areas of Server Systems, User Systems, Network Systems, Data Center Facilities and the Service Desk. This position provides technical expertise and analysis to IT Operations clients in a broad range of information technology disciplines areas. Work involves delivering services that help optimize the use of information technology to the highest benefit of the organization.

MINIMUM REQUIREMENTS

A Bachelor's degree in information technology, computer sciences, business, public administration or related field and four or more years of information technology experience required.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

IT Technician					
Information Technology					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	IT Technician	40.0	\$53,312	\$57,676	\$62,040
City of Tacoma, WA	IT Analyst	40.0	\$61,339	\$71,760	\$82,181
Clark County, WA	IT Professional I	40.0	\$55,145	\$63,741	\$72,337
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Technology Technician	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	IT Support 3 - Information Services	40.0	\$55,233	\$62,106	\$68,978
Spokane County, WA	IT Technical Support Specialist-SR	37.5	\$51,677	\$60,704	\$69,731
State of Washington	IT Specialist 3	40.0	\$55,308	\$64,867	\$74,425
Thurston County, WA	IT Consultant I	40.0	\$62,407	\$72,705	\$83,002
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,842
<i>Custom Survey Market Average</i>			\$55,488	\$64,051	\$72,613
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	102%	100%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	IT Technician - Level 2	40.0	\$43,158	\$50,108	\$59,322
Milliman Surveys - Blended	GIS Technician	40.0	\$52,720	\$63,357	\$70,611
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,842
<i>Published Market Average</i>			\$47,939	\$56,733	\$64,967
<i>Pierce County, WA as a % of Published Market Average</i>			121%	115%	112%
Pierce County, WA			\$57,824	\$65,333	\$72,842
<i>Overall Comparator Market Average</i>			\$51,714	\$60,392	\$68,790
Pierce County, WA as a % of Overall Market Average			112%	108%	106%
<i>Adjustment To Reach Market Average</i>			-11%	-8%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides technical, analytical, and customer-oriented work for Information Technology Services. Performs a wide range of technology functions including data processing, application testing, business analysis, data administration, database development, desktop environment, networking, systems administration, geographic information sciences and/or systems integration, and data auditing.

MINIMUM REQUIREMENTS

An Associate of Arts or Associate of Science degree in computer sciences, engineering, or related field and two or more years of related technology experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Judicial Assistant for Superior Court Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Bailiff, Chief	40.0	\$55,736	\$59,091	\$62,447
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Law Clerk/Bailiff	40.0	\$47,201	\$47,201	\$47,201
Spokane County, WA	Judicial Assistant	37.5	\$51,972	\$52,621	\$53,269
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		37.5	\$68,796	\$78,361	\$87,926
<i>Custom Survey Market Average</i>			\$51,636	\$52,971	\$54,306
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			133%	148%	162%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		37.5	\$68,796	\$78,361	\$87,926
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$68,796	\$78,361	\$87,926
<i>Overall Comparator Market Average</i>			\$51,636	\$52,971	\$54,306
Pierce County, WA as a % of Overall Market Average			133%	148%	162%
<i>Adjustment To Reach Market Average</i>			-25%	-32%	-38%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs the statutorily required functions of Superior Court clerk and bailiff, as well as administrative assistant to the Superior Court Judge. Prepares a written record of all court proceedings.

MINIMUM REQUIREMENTS

This position is appointed by a Superior Court Judge. Minimum requirements are determined by the appointing Judge. Most incumbents have previous legal experience and knowledge of court rules.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Juvenile Court Manager of Detention and Facilities Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 2 CL&PS	40.0	\$81,400	\$101,769	\$122,139
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Juvenile Detention Manager	40.0	\$74,568	\$88,662	\$102,756
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Assistant Admin. - Juvenile Court Ops	40.0	\$85,117	\$102,697	\$120,276
Spokane County, WA	Juvenile Court Administrator	37.5	\$87,772	\$103,104	\$118,436
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Juvenile Detention Manager	40.0	\$81,549	\$95,140	\$108,732
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$92,999	\$106,634	\$120,268
<i>Custom Survey Market Average</i>			\$82,081	\$98,274	\$114,468
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	109%	105%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$92,999	\$106,634	\$120,268
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$92,999	\$106,634	\$120,268
<i>Overall Comparator Market Average</i>			\$82,081	\$98,274	\$114,468
Pierce County, WA as a % of Overall Market Average			113%	109%	105%
<i>Adjustment To Reach Market Average</i>			-12%	-8%	-5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Plans, directs, and coordinates the activities of the detention, medical, food services, and facilities of the Juvenile Court.

MINIMUM REQUIREMENTS

A Bachelor's Degree with course work in corrections, social work, management or a closely related field and at least 5 years experience in the juvenile justice field with at least 2 years of which must have been in a supervisory position, in which compensated employees were supervised.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Juvenile Detention Officer 2 Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Juvenile Detention Officer	40.0	\$48,089	\$54,824	\$61,560
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Juvenile Detention Officer	40.0	\$45,904	\$53,065	\$60,225
Multnomah County, OR	Juvenile Custody Services Specialist	40.0	\$48,200	\$56,186	\$64,173
Snohomish County, WA	Juvenile Detention Officer	40.0	\$47,442	\$52,555	\$57,669
Spokane County, WA	Juvenile Corrections Officer	37.5	\$43,282	\$50,842	\$58,403
State of Washington	Juvenile Rehabilitation Security Officer	40.0	\$34,161	\$39,787	\$45,412
Thurston County, WA	Juvenile Detention Officer	40.0	\$49,536	\$57,711	\$65,886
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Custom Survey Market Average</i>			\$45,230	\$52,139	\$59,047
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	112%	110%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$51,688	\$58,188	\$64,688
<i>Overall Comparator Market Average</i>			\$45,230	\$52,139	\$59,047
Pierce County, WA as a % of Overall Market Average			114%	112%	110%
<i>Adjustment To Reach Market Average</i>			-12%	-10%	-9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides custodial supervision and care for juvenile offenders detained by the Juvenile Court. Manages residents on a 24 hour a day, 7 day a week basis ensuring the welfare, safety and security of the residents and for assuring that the juveniles are clean, fed, healthy and safe.

MINIMUM REQUIREMENTS

Completion of two years of post high school education in the social sciences, corrections, or related field; or two years paid or volunteer experience in the guidance, discipline and supervision of delinquent juveniles; and one year of experience as a Detention Specialist I or comparable position. Must have satisfactorily completed the Training Academy at the Washington State Criminal Justice Training Commission as well as required agency training.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Juvenile Probation Counselor 2 Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Probation Counselor I	40.0	\$69,474	\$75,309	\$81,145
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Juvenile Probation Counselor	40.0	\$58,866	\$66,991	\$75,116
King County, WA	Juvenile Probation Counselor	40.0	\$67,995	\$77,266	\$86,537
Kitsap County, WA	Court Services Officer	40.0	\$63,826	\$75,903	\$87,979
Multnomah County, OR	Parole and Probation Officer	40.0	\$65,744	\$74,807	\$83,870
Snohomish County, WA	Probation Counselor - Juvenile Court	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Probation Counselor 2 - Juvenile	37.5	\$53,918	\$63,336	\$72,754
State of Washington	Juvenile Rehab. Comm. Counselor	40.0	\$43,200	\$50,656	\$58,112
Thurston County, WA	Juvenile Probation Counselor I	40.0	\$62,407	\$72,705	\$83,002
Washington County, OR	Juvenile Counselor II	40.0	\$62,784	\$69,547	\$76,311
Pierce County, WA		40.0	\$64,085	\$72,654	\$81,224
<i>Custom Survey Market Average</i>			\$60,588	\$69,039	\$77,489
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			106%	105%	105%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Juvenile Counselor	40.0	\$59,445	\$64,013	\$76,553
Pierce County, WA		40.0	\$64,085	\$72,654	\$81,224
<i>Published Market Average</i>			\$59,445	\$64,013	\$76,553
<i>Pierce County, WA as a % of Published Market Average</i>			108%	113%	106%
Pierce County, WA			\$64,085	\$72,654	\$81,224
<i>Overall Comparator Market Average</i>			\$60,017	\$66,526	\$77,021
Pierce County, WA as a % of Overall Market Average			107%	109%	105%
<i>Adjustment To Reach Market Average</i>			-6%	-8%	-5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides probation counseling, intake, and casework services for dependent or delinquent juveniles referred to the juvenile court. Provides professional diagnosis treatment plans and selective counseling for the more serious and complex cases, taking into consideration the nature of the offense, the dynamics of the offender and the availability of appropriate community resources.

MINIMUM REQUIREMENTS

Bachelor's degree with major course work in the criminal justice and juvenile systems, social or behavior sciences or related field and one or more years experience in juvenile probation counselor work, social work, court services, or counseling.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Labor Relations Analyst 2 Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Labor Negotiator	40.0	\$93,080	\$106,215	\$119,350
Clark County, WA	No Match		NA	NA	NA
King County, WA	Labor Negotiator I	40.0	\$89,526	\$101,502	\$113,479
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Labor Relations Negotiator	40.0	\$84,595	\$98,696	\$112,797
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Custom Survey Market Average</i>			\$89,067	\$102,138	\$115,209
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			98%	98%	98%
<i>Published Data Sources</i>					
CompAnalyst	Labor Relations Specialist II	40.0	\$72,000	\$95,500	\$126,700
Economic Research Institute	Labor Relations Specialist - Level 2	40.0	\$75,406	\$89,874	\$108,608
Milliman Surveys - Blended	Labor Relations Negotiator	40.0	\$104,764	\$118,954	\$128,872
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Published Market Average</i>			\$84,057	\$101,443	\$121,393
<i>Pierce County, WA as a % of Published Market Average</i>			104%	99%	93%
Pierce County, WA			\$87,649	\$100,309	\$112,970
<i>Overall Comparator Market Average</i>			\$86,562	\$101,790	\$118,301
Pierce County, WA as a % of Overall Market Average			101%	99%	95%
<i>Adjustment To Reach Market Average</i>			-1%	1%	5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Negotiates collective bargaining agreements which may include representing the organization during the mediation process. Advises and counsels managers and supervisors on matters pertaining to collective bargaining and labor relations activities, conducting investigations on allegations of employee misconduct and grievances filed.

MINIMUM REQUIREMENTS

Bachelor's degree in human resource management, labor relations, public or business administration, or closely related field and four years of labor relations experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Law Librarian Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Librarian - Library	40.0	\$64,629	\$71,494	\$78,360
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Law Librarian	40.0	\$64,311	\$71,234	\$78,156
Pierce County, WA		40.0	\$56,181	\$63,242	\$70,304
<i>Custom Survey Market Average</i>			\$64,470	\$71,364	\$78,258
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			87%	89%	90%
<i>Published Data Sources</i>					
CompAnalyst	Librarian	40.0	\$48,900	\$68,000	\$90,400
Economic Research Institute	Librarian - Level 1	40.0	\$49,788	\$57,823	\$68,743
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$56,181	\$63,242	\$70,304
<i>Published Market Average</i>			\$49,344	\$62,912	\$79,572
<i>Pierce County, WA as a % of Published Market Average</i>			114%	101%	88%
Pierce County, WA			\$56,181	\$63,242	\$70,304
<i>Overall Comparator Market Average</i>			\$56,907	\$67,138	\$78,915
Pierce County, WA as a % of Overall Market Average			99%	94%	89%
<i>Adjustment To Reach Market Average</i>			1%	6%	12%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Under the general guidance of the Law Library Director, the Law Librarian performs professional-level library duties with an emphasis in the areas of public legal reference services and technical services.

MINIMUM REQUIREMENTS

Master's degree in Library Science and one year law librarian experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Legal Assistant 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Legal Assistant	40.0	\$47,111	\$49,980	\$52,849
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Legal Assistant	40.0	\$43,219	\$49,233	\$55,247
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Legal Assistant 2	40.0	\$47,770	\$53,149	\$58,527
Snohomish County, WA	Legal Assistant	40.0	\$46,695	\$51,719	\$56,744
Spokane County, WA	Legal Office Assistant 2	37.5	\$29,111	\$34,196	\$39,281
State of Washington	Legal Assistant 1	40.0	\$30,588	\$35,544	\$40,500
Thurston County, WA	Legal Assistant I	40.0	\$39,594	\$46,135	\$52,677
Washington County, OR	Legal Assistant	40.0	\$54,633	\$60,525	\$66,418
Pierce County, WA		37.5	\$44,343	\$49,803	\$55,263
<i>Custom Survey Market Average</i>			\$42,340	\$47,560	\$52,780
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			105%	105%	105%
<i>Published Data Sources</i>					
CompAnalyst	Legal Secretary II	40.0	\$45,750	\$59,625	\$76,219
Economic Research Institute	Legal Secretary - Level 2	40.0	\$46,620	\$54,965	\$66,147
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		37.5	\$44,343	\$49,803	\$55,263
<i>Published Market Average</i>			\$46,185	\$57,295	\$71,183
<i>Pierce County, WA as a % of Published Market Average</i>			96%	87%	78%
Pierce County, WA			\$44,343	\$49,803	\$55,263
<i>Overall Comparator Market Average</i>			\$44,262	\$52,427	\$61,982
Pierce County, WA as a % of Overall Market Average			100%	95%	89%
<i>Adjustment To Reach Market Average</i>			0%	5%	12%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs moderately complex technical work in support of court or legal office functions which require independent judgement within policy guidelines and considerable knowledge of legal terminology, processes, and procedures.

MINIMUM REQUIREMENTS

A minimum of one year progressive, responsible experience as a legal assistant, legal secretary or related legal staff support function.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Legal Processing Assistant 2 - District Court Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Legal Assistant	40.0	\$44,109	\$50,320	\$56,531
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Court Clerk	40.0	\$39,678	\$47,177	\$54,676
Multnomah County, OR	Legal Assistant Senior	40.0	\$52,109	\$57,962	\$63,815
Snohomish County, WA	Legal Process Assnt II-District Court	40.0	\$38,839	\$43,020	\$47,201
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Legal Assistant 2	40.0	\$33,567	\$39,146	\$44,726
Thurston County, WA	Legal Assistant II	40.0	\$43,656	\$50,861	\$58,065
Washington County, OR	Legal Assistant	40.0	\$54,633	\$60,525	\$66,418
Pierce County, WA		37.5	\$44,499	\$52,046	\$59,592
<i>Custom Survey Market Average</i>			\$43,799	\$49,859	\$55,919
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	104%	107%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		37.5	\$44,499	\$52,046	\$59,592
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$44,499	\$52,046	\$59,592
<i>Overall Comparator Market Average</i>			\$43,799	\$49,859	\$55,919
Pierce County, WA as a % of Overall Market Average			102%	104%	107%
<i>Adjustment To Reach Market Average</i>			-2%	-4%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a wide variety of clerical activities associated with case processing. Processes and/or prepares warrants, citations, subpoenas, summonses, motions, notices, and other legal documents. Constructs and maintains case files and court records.

MINIMUM REQUIREMENTS

High School diploma or G.E.D.. equivalent and at least two years clerical experience.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Maintenance Technician					
Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Truck Driver	40.0	\$57,980	\$59,157	\$60,334
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Highway Maintenance Specialist	40.0	\$45,523	\$50,495	\$55,466
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Technician	40.0	\$42,323	\$50,322	\$58,321
Multnomah County, OR	Maintenance Specialist 2	40.0	\$53,990	\$60,050	\$66,110
Snohomish County, WA	Road Maintenance Worker III	40.0	\$44,226	\$50,064	\$55,902
Spokane County, WA	Road Maintenance Specialist 1	40.0	\$42,798	\$45,641	\$48,485
State of Washington	Maintenance Technician 2	40.0	\$37,521	\$43,811	\$50,100
Thurston County, WA	Maintenance Technician	40.0	\$52,505	\$57,437	\$62,369
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$62,899	\$62,899	\$62,899
<i>Custom Survey Market Average</i>			\$47,108	\$52,122	\$57,136
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			134%	121%	110%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Truck Driver	40.0	\$42,823	\$64,817	\$70,526
Pierce County, WA		40.0	\$62,899	\$62,899	\$62,899
<i>Published Market Average</i>			\$42,823	\$64,817	\$70,526
<i>Pierce County, WA as a % of Published Market Average</i>			147%	97%	89%
Pierce County, WA			\$62,899	\$62,899	\$62,899
<i>Overall Comparator Market Average</i>			\$44,966	\$58,469	\$63,831
Pierce County, WA as a % of Overall Market Average			140%	108%	99%
<i>Adjustment To Reach Market Average</i>			-29%	-7%	1%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs skilled work in the operation of heavy construction and maintenance equipment for the Planning and Public Works Department. Drives and/or operates trucks and other construction and maintenance equipment, including special attachments and/or towing trailer-mounted equipment.

MINIMUM REQUIREMENTS

Six months or more experience operating and maintaining Class I and II equipment or a combination of experience and training that would demonstrate the ability to perform the duties of the position. A Washington State Commercial Driver's License with air brake restriction removed and tank endorsement is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Maintenance Worker Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Utility Laborer	40.0	\$49,369	\$49,369	\$49,369
City of Tacoma, WA	Grounds Maintenance Worker	40.0	\$51,147	\$55,162	\$59,176
Clark County, WA	Highway Maintenance Worker	40.0	\$40,819	\$45,267	\$49,714
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Worker	40.0	\$35,142	\$41,796	\$48,449
Multnomah County, OR	Maintenance Specialist 1	40.0	\$48,135	\$53,517	\$58,899
Snohomish County, WA	Road Maintenance Worker II	40.0	\$41,120	\$47,096	\$53,071
Spokane County, WA	Maintenance Worker 1	37.5	\$32,642	\$38,343	\$44,045
State of Washington	Maintenance Technician 1	40.0	\$34,161	\$39,787	\$45,412
Thurston County, WA	Maintenance Technician, Assistant	40.0	\$47,624	\$52,097	\$56,571
Washington County, OR	Utility Worker (Represented)	40.0	\$44,880	\$49,553	\$54,225
Pierce County, WA		40.0	\$56,368	\$56,368	\$56,368
<i>Custom Survey Market Average</i>			\$42,504	\$47,199	\$51,893
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			133%	119%	109%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Street Maintenance Worker	40.0	\$46,165	\$58,536	\$64,077
Pierce County, WA		40.0	\$56,368	\$56,368	\$56,368
<i>Published Market Average</i>			\$46,165	\$58,536	\$64,077
<i>Pierce County, WA as a % of Published Market Average</i>			122%	96%	88%
Pierce County, WA			\$56,368	\$56,368	\$56,368
<i>Overall Comparator Market Average</i>			\$44,334	\$52,867	\$57,985
Pierce County, WA as a % of Overall Market Average			127%	107%	97%
<i>Adjustment To Reach Market Average</i>			-21%	-6%	3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of skilled and semi-skilled maintenance tasks to roadways, roadway shoulders and related structures such as bridges, guard rails and guard rail posts. Cuts brush, trees and other vegetation on the right of way assisting in the landscaping of road rights-of-way and in the planting and maintenance of a variety of ground cover, plants and trees. Considered an entry-level position.

MINIMUM REQUIREMENTS

One or more years of experience performing skilled or semi-skilled labor such as road maintenance, landscaping, or heavy construction. Possession of a valid Washington State Driver's License and a safe driving record is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Medicolegal Death Investigator Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Deputy Medical Examiner	40.0	\$55,583	\$61,826	\$68,069
Snohomish County, WA	Medical Investigator I	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Deputy Coroner	40.0	\$53,907	\$62,809	\$71,710
Washington County, OR	Medical-Legal Death Investigator	56.2	\$42,539	\$47,128	\$51,717
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$52,425	\$58,907	\$65,390
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			117%	118%	119%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$52,425	\$58,907	\$65,390
Pierce County, WA as a % of Overall Market Average			117%	118%	119%
<i>Adjustment To Reach Market Average</i>			-15%	-15%	-16%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Conducts technical work in the office of the Medical Examiner performing the investigation of deaths as mandated by RCW 68.50, make preliminary determinations regarding jurisdiction, examine death scenes and transport human remains. Assists with autopsies as required.

MINIMUM REQUIREMENTS

Education and/or training equivalent to two years of college, community college, university, law enforcement, or military in the fields of nursing, natural science, forensic science, paramedical or criminal justice is required. Registry Certification with the American Board of Medicolegal Death Investigation (ABMDI) is required within two years of employment.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Office Assistant 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Admin Specialist I	40.0	\$44,309	\$46,839	\$49,369
City of Tacoma, WA	Office Assistant	40.0	\$43,680	\$48,381	\$53,082
Clark County, WA	Office Assistant II	40.0	\$36,136	\$41,118	\$46,100
King County, WA	Administrative Specialist I	40.0	\$38,314	\$43,440	\$48,566
Kitsap County, WA	Office Support Assistant	40.0	\$35,142	\$41,796	\$48,449
Multnomah County, OR	Office Assistant 2	40.0	\$38,232	\$42,473	\$46,714
Snohomish County, WA	Office Assistant II	40.0	\$36,102	\$39,971	\$43,839
Spokane County, WA	Office Assistant 2	37.5	\$31,052	\$36,476	\$41,899
State of Washington	Office Assistant 2	40.0	\$27,829	\$32,228	\$36,627
Thurston County, WA	Office Assistant II	40.0	\$38,308	\$44,636	\$50,963
Washington County, OR	Administrative Specialist II	40.0	\$43,997	\$48,745	\$53,493
Pierce County, WA		40.0	\$44,907	\$50,513	\$56,118
<i>Custom Survey Market Average</i>			\$37,555	\$42,373	\$47,191
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			120%	119%	119%
<i>Published Data Sources</i>					
CompAnalyst	Office Assistant II	40.0	\$32,600	\$39,600	\$48,600
Economic Research Institute	Office Administrator - Level 2	40.0	\$40,985	\$48,383	\$57,766
Milliman Surveys - Blended	Office Support Specialist - Interm.	40.0	\$38,234	\$49,083	\$54,010
Pierce County, WA		40.0	\$44,907	\$50,513	\$56,118
<i>Published Market Average</i>			\$37,273	\$45,689	\$53,459
<i>Pierce County, WA as a % of Published Market Average</i>			120%	111%	105%
Pierce County, WA			\$44,907	\$50,513	\$56,118
<i>Overall Comparator Market Average</i>			\$37,414	\$44,031	\$50,325
Pierce County, WA as a % of Overall Market Average			120%	115%	112%
<i>Adjustment To Reach Market Average</i>			-17%	-13%	-10%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs varied administrative and clerical support work for various departments and offices within the organization.

MINIMUM REQUIREMENTS

One year of general clerical work experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Paralegal 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Paralegal	40.0	\$52,106	\$56,456	\$60,807
City of Tacoma, WA	Paralegal	40.0	\$49,923	\$56,948	\$63,973
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Paralegal	40.0	\$43,299	\$51,493	\$59,687
Multnomah County, OR	Paralegal	40.0	\$47,951	\$59,939	\$71,927
Snohomish County, WA	Paralegal	40.0	\$48,090	\$53,264	\$58,439
Spokane County, WA	Paralegal 2	37.5	\$37,947	\$44,576	\$51,205
State of Washington	Paralegal 2	40.0	\$43,838	\$51,387	\$58,937
Thurston County, WA	Paralegal II	40.0	\$47,169	\$54,958	\$62,747
Washington County, OR	Paralegal	40.0	\$54,936	\$60,854	\$66,772
Pierce County, WA		35.0	\$55,203	\$62,078	\$68,952
<i>Custom Survey Market Average</i>			\$47,251	\$54,431	\$61,610
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			117%	114%	112%
<i>Published Data Sources</i>					
CompAnalyst	Paralegal II	40.0	\$47,250	\$60,288	\$75,338
Economic Research Institute	Paralegal - Level 2	40.0	\$47,901	\$56,609	\$68,098
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$57,455	\$64,176	\$72,349
Pierce County, WA		35.0	\$55,203	\$62,078	\$68,952
<i>Published Market Average</i>			\$50,869	\$60,358	\$71,928
<i>Pierce County, WA as a % of Published Market Average</i>			109%	103%	96%
Pierce County, WA			\$55,203	\$62,078	\$68,952
<i>Overall Comparator Market Average</i>			\$49,060	\$57,394	\$66,769
Pierce County, WA as a % of Overall Market Average			113%	108%	103%
<i>Adjustment To Reach Market Average</i>			-11%	-8%	-3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs advanced legal work performed in support of the Prosecuting Attorney's Office. Prepares case files and reports; determines whether referred cases meet established legal criteria; gathers evidence to proceed with contempt; evaluates employment and financial records, and determines asset investigation follow through.

MINIMUM REQUIREMENTS

Graduation from a two-year paralegal course and two years of legal experience. Valid Washington State driver's license required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Parks and Recreation Manager Executive/Management					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Manager	40.0	\$85,309	\$101,483	\$117,657
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Division Manager - Parks, Recreation	40.0	\$85,117	\$102,697	\$120,276
Spokane County, WA	Recreation Manager	37.5	\$58,549	\$68,776	\$79,003
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Parks Ops & Maintenance Mgr	40.0	\$70,691	\$82,473	\$94,255
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Custom Survey Market Average</i>			\$74,917	\$88,857	\$102,798
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	100%	97%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$77,875	\$88,806	\$99,736
<i>Overall Comparator Market Average</i>			\$74,917	\$88,857	\$102,798
Pierce County, WA as a % of Overall Market Average			104%	100%	97%
<i>Adjustment To Reach Market Average</i>			-4%	0%	3%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Supervises, plans and organizes recreational programs, maintenance programs and staff, ensuring park facilities and programs are safe, clean and meet the public's recreational needs. Oversees one or more large public facilities and programs or services centralized in a geographic zone developing effective facility management programs, managing the properties, developing, scheduling and supervising work priorities.

MINIMUM REQUIREMENTS

Bachelor's Degree in Parks and Recreation, Business Administration or related field and four or more years of experience in parks and recreation services related to maintenance, operations and programming of public facilities, which includes at least two years of supervisory level and facility management experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Parks Maintenance Technician 1 Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Maintenance Laborer	40.0	\$51,174	\$51,174	\$51,174
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Facilities Maintenance Worker	40.0	\$48,367	\$55,049	\$61,731
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Technician	40.0	\$42,323	\$50,322	\$58,321
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Facility Maintenance Worker I - Parks	40.0	\$41,010	\$45,409	\$49,808
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Maintenance Mechanic 2	40.0	\$41,194	\$48,251	\$55,308
Thurston County, WA	Building & Grounds Main. Specialist	40.0	\$46,567	\$54,251	\$61,936
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$46,322	\$54,059	\$61,797
<i>Custom Survey Market Average</i>			\$45,106	\$50,743	\$56,380
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			103%	107%	110%
<i>Published Data Sources</i>					
CompAnalyst	General Maintenance Worker II	40.0	\$37,100	\$49,800	\$62,100
Economic Research Institute	General Maintenance Worker - Level 2	40.0	\$47,631	\$53,676	\$61,696
Milliman Surveys - Blended	Park Maintenance Work	40.0	\$42,210	\$59,191	\$64,478
Pierce County, WA		40.0	\$46,322	\$54,059	\$61,797
<i>Published Market Average</i>			\$42,314	\$54,222	\$62,758
<i>Pierce County, WA as a % of Published Market Average</i>			109%	100%	98%
Pierce County, WA			\$46,322	\$54,059	\$61,797
<i>Overall Comparator Market Average</i>			\$43,710	\$52,483	\$59,569
Pierce County, WA as a % of Overall Market Average			106%	103%	104%
<i>Adjustment To Reach Market Average</i>			-6%	-3%	-4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a wide variety of maintenance and repair tasks for grounds, buildings, structures, and equipment within the Parks and Recreation Department.

MINIMUM REQUIREMENTS

Two or more years work experience in the construction, maintenance trades, landscaping, golf maintenance, or related parks management areas. Possession of, or the ability to obtain, a valid Washington State Driver's license. Possession of, or the ability to obtain, a valid First Aid Certification including CPR.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Payroll Specialist					
Finance					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Payroll Analyst	40.0	\$48,367	\$55,049	\$61,731
King County, WA	Payroll Administrator	40.0	\$52,313	\$59,311	\$66,309
Kitsap County, WA	Fiscal Support Specialist	40.0	\$45,904	\$54,596	\$63,288
Multnomah County, OR	Payroll Tax Specialist	40.0	\$53,350	\$64,020	\$74,691
Snohomish County, WA	Payroll Technician II - Finance	40.0	\$48,128	\$53,346	\$58,563
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Payroll Specialist	40.0	\$48,899	\$56,966	\$65,033
Washington County, OR	Payroll Specialist	40.0	\$56,863	\$62,989	\$69,115
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,841
<i>Custom Survey Market Average</i>			\$50,546	\$58,039	\$65,533
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			114%	113%	111%
<i>Published Data Sources</i>					
CompAnalyst	Payroll Administrator	40.0	\$50,700	\$64,800	\$79,000
Economic Research Institute	Payroll Administrator - Level 3	40.0	\$50,619	\$58,300	\$69,154
Milliman Surveys - Blended	Payroll Specialist	40.0	\$54,799	\$60,197	\$64,726
Pierce County, WA		40.0	\$57,824	\$65,333	\$72,841
<i>Published Market Average</i>			\$52,040	\$61,099	\$70,960
<i>Pierce County, WA as a % of Published Market Average</i>			111%	107%	103%
Pierce County, WA			\$57,824	\$65,333	\$72,841
<i>Overall Comparator Market Average</i>			\$51,293	\$59,569	\$68,246
Pierce County, WA as a % of Overall Market Average			113%	110%	107%
<i>Adjustment To Reach Market Average</i>			-11%	-9%	-6%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Assists in the coordination of organization wide payroll input, accurate payroll output of payroll warrants, expenditures, tax reports, and ensuring compliance with regulations and internal policies governing payroll administration.

MINIMUM REQUIREMENTS

Associate's degree in Accounting or Business Management and four years of accounting/payroll experience, including experience working with collective bargaining agreements and contracts.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Permit and Development Counter Technician Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Permit Technician	40.0	\$53,312	\$57,676	\$62,040
City of Tacoma, WA	Permit Specialist	40.0	\$56,098	\$62,130	\$68,162
Clark County, WA	Permit Technician	40.0	\$49,714	\$55,135	\$60,555
King County, WA	Permit Technician	40.0	\$48,720	\$55,238	\$61,755
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Permit Technician	40.0	\$41,010	\$45,409	\$49,808
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Permit Assistance Technician I	40.0	\$42,234	\$49,211	\$56,188
Washington County, OR	Building Permit Technician II	40.0	\$51,557	\$57,102	\$62,647
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Custom Survey Market Average</i>			\$48,949	\$54,557	\$60,165
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			106%	107%	108%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$51,688	\$58,188	\$64,688
<i>Overall Comparator Market Average</i>			\$48,949	\$54,557	\$60,165
Pierce County, WA as a % of Overall Market Average			106%	107%	108%
<i>Adjustment To Reach Market Average</i>			-5%	-6%	-7%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Issues and receives a wide variety of applications and permits, coordinates their flow, and maintains related records. Provides information to the public on various permit requirements and related issues.

MINIMUM REQUIREMENTS

A High school diploma or equivalent with a minimum of two years of progressively responsible experience in general office work, issuance of permits, and/or dealing with the public on a person-to-person basis.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Planner 3 Planning and Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Land Use Planner 3	40.0	\$82,165	\$88,932	\$95,699
City of Tacoma, WA	Planner, Senior	40.0	\$71,406	\$81,474	\$91,541
Clark County, WA	Planner III	40.0	\$72,914	\$80,815	\$88,716
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Planner (only one level)	40.0	\$63,826	\$75,903	\$87,979
Multnomah County, OR	Planner Senior	40.0	\$74,312	\$82,902	\$91,491
Snohomish County, WA	Planner, Senior II	40.0	\$70,064	\$77,631	\$85,199
Spokane County, WA	Associate Planner 2	37.5	\$52,984	\$62,239	\$71,494
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Planner, Senior	40.0	\$71,991	\$83,989	\$95,988
Washington County, OR	Planner, Senior	40.0	\$82,364	\$91,218	\$100,072
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Custom Survey Market Average</i>			\$71,336	\$80,567	\$89,797
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			109%	110%	111%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Planner - Senior	40.0	\$85,879	\$94,825	\$100,831
Pierce County, WA		40.0	\$77,875	\$88,806	\$99,736
<i>Published Market Average</i>			\$85,879	\$94,825	\$100,831
<i>Pierce County, WA as a % of Published Market Average</i>			91%	94%	99%
Pierce County, WA			\$77,875	\$88,806	\$99,736
<i>Overall Comparator Market Average</i>			\$78,608	\$87,696	\$95,314
Pierce County, WA as a % of Overall Market Average			99%	101%	105%
<i>Adjustment To Reach Market Average</i>			1%	-1%	-4%

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The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly skilled planning tasks and functions involving design, review, and implementation of a variety of planning projects, as well as support to various boards and commissions. Serves as a subject matter expert providing direction on program specifics and may act as a lead worker.

MINIMUM REQUIREMENTS

Bachelor's degree in planning or related field and three years of related planning work.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Planning and Public Works Maintenance Supervisor Service-Maintenance					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Street Maintenance Supervisor	40.0	\$73,024	\$75,888	\$78,752
City of Tacoma, WA	Street Maintenance Supervisor	40.0	\$84,718	\$89,066	\$93,413
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Crew Supervisor	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Road Maintenance Supervisor	40.0	\$73,638	\$81,550	\$89,462
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Road Operations Supervisor	37.5	\$70,691	\$82,473	\$94,255
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$73,381	\$83,566	\$93,750
<i>Custom Survey Market Average</i>			\$71,743	\$79,266	\$86,789
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	105%	108%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$73,381	\$83,566	\$93,750
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$73,381	\$83,566	\$93,750
<i>Overall Comparator Market Average</i>			\$71,743	\$79,266	\$86,789
Pierce County, WA as a % of Overall Market Average			102%	105%	108%
<i>Adjustment To Reach Market Average</i>			-2%	-5%	-7%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs mid-level supervisory work directing subordinate front-line supervisors, and/or crews or specific work programs in the operation, construction, maintenance, and repair of roads and bridges, sewer infrastructure, surface water management infrastructure, solid waste infrastructure, ferries, airports, and other facilities and related structures and grounds.

MINIMUM REQUIREMENTS

Four years of progressively responsible work experience related to infrastructure maintenance which includes lead or supervisory experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Planning Manager Professionals					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 3	40.0	\$89,069	\$111,331	\$133,594
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Program Manager	40.0	\$74,568	\$88,662	\$102,756
Multnomah County, OR	Planner Principal	40.0	\$76,862	\$96,077	\$115,292
Snohomish County, WA	Division Manager	40.0	\$87,671	\$105,778	\$123,885
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Planning Manager	40.0	\$82,377	\$96,109	\$109,841
Washington County, OR	Planning & Dev. Services Manager	40.0	\$116,358	\$128,874	\$141,390
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Custom Survey Market Average</i>			\$87,817	\$104,472	\$121,126
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			100%	96%	93%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Planner (Principal)	40.0	\$79,218	\$104,299	\$109,501
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Published Market Average</i>			\$79,218	\$104,299	\$109,501
<i>Pierce County, WA as a % of Published Market Average</i>			111%	96%	103%
Pierce County, WA			\$87,649	\$100,309	\$112,970
<i>Overall Comparator Market Average</i>			\$83,518	\$104,385	\$115,314
Pierce County, WA as a % of Overall Market Average			105%	96%	98%
<i>Adjustment To Reach Market Average</i>			-5%	4%	2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Serves as a department division head or sub-division head within Planning and Public Works. Manages the development, implementation and administration of organization-wide initiatives, regulations, plans and priority projects, strategic plans, contracts, and department programs.

MINIMUM REQUIREMENTS

Bachelor's degree in planning, public or business administration or related field and five years of experience in local, county, or state planning. Two years supervisory experience required.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Plans Examiner 2					
Planning and Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Building Plans Examiner	40.0	\$76,280	\$82,528	\$88,775
City of Tacoma, WA	Plans Examiner II	40.0	\$79,352	\$90,532	\$101,712
Clark County, WA	Plans Examiner Senior	40.0	\$64,489	\$71,513	\$78,538
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Senior Plans Examiner	40.0	\$65,442	\$72,510	\$79,577
Spokane County, WA	Building and Planning Plans Examiner	37.5	\$50,403	\$59,207	\$68,011
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Plans Examiner	40.0	\$62,407	\$72,705	\$83,002
Washington County, OR	Plans Examiner II	40.0	\$82,368	\$91,250	\$100,131
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$68,677	\$77,178	\$85,678
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			101%	102%	103%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Plans Examiner - Commercial	40.0	\$76,363	\$87,381	\$92,837
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			\$76,363	\$87,381	\$92,837
<i>Pierce County, WA as a % of Published Market Average</i>			91%	90%	95%
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$72,520	\$82,279	\$89,257
Pierce County, WA as a % of Overall Market Average			95%	95%	99%
<i>Adjustment To Reach Market Average</i>			5%	5%	1%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs skilled technical work in the Planning and Public Works Department. Reviews commercial and residential building construction plans for completeness, accuracy and compliance with building, fire, plumbing, mechanical and other codes.

MINIMUM REQUIREMENTS

Associate's degree in Building Technology, Engineering, Architecture or a related field and three or more years experience in building/fire inspection or plans examining. I.C.C. Plans Examiner certification is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Pre-Trial Services Case Coordinator 2 Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	Pretrial Service Officer	37.5	\$48,793	\$57,316	\$65,839
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Pretrial Services Program Specialist I	40.0	\$56,609	\$65,950	\$75,292
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Custom Survey Market Average</i>			\$52,701	\$61,633	\$70,565
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			116%	113%	110%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$61,381	\$69,514	\$77,646
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$61,381	\$69,514	\$77,646
<i>Overall Comparator Market Average</i>			\$52,701	\$61,633	\$70,565
Pierce County, WA as a % of Overall Market Average			116%	113%	110%
<i>Adjustment To Reach Market Average</i>			-14%	-11%	-9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs professional screening and case management work for the Clerk of the Superior Court. Assesses and monitor arrested and charged persons who are involved in legal proceedings in Superior Court. Conducts in-depth risk assessments to determine suitability for release into the community based on personal recognizance, making recommendations to Superior Court Judges in open court and monitors conditions of pre-trial release as set by Superior Court Judge.

MINIMUM REQUIREMENTS

Bachelor's Degree in Sociology, Psychology, Criminal Justice or a related field plus one or more years of progressively responsible experience in criminal justice services to include in-person interviewing, assessment and monitoring.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Procurement and General Services Manager Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Purchasing Manager	40.0	\$78,346	\$94,512	\$110,679
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Purchasing Manager	40.0	\$85,117	\$102,697	\$120,276
Spokane County, WA	Purchasing Manager	37.5	\$72,311	\$84,943	\$97,574
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Purchasing Manager	40.0	\$102,843	\$113,909	\$124,975
Pierce County, WA		35.0	\$94,598	\$111,169	\$127,739
<i>Custom Survey Market Average</i>			\$84,655	\$99,015	\$113,376
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			112%	112%	113%
<i>Published Data Sources</i>					
CompAnalyst	Procurement Manager	40.0	\$92,900	\$120,400	\$155,000
Economic Research Institute	Procurement Manager - Level 2	40.0	\$86,962	\$103,288	\$124,528
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$96,061	\$104,342	\$116,887
Pierce County, WA		35.0	\$94,598	\$111,169	\$127,739
<i>Published Market Average</i>			\$91,974	\$109,343	\$132,138
<i>Pierce County, WA as a % of Published Market Average</i>			103%	102%	97%
Pierce County, WA			\$94,598	\$111,169	\$127,739
<i>Overall Comparator Market Average</i>			\$88,314	\$104,179	\$122,757
Pierce County, WA as a % of Overall Market Average			107%	107%	104%
<i>Adjustment To Reach Market Average</i>			-7%	-6%	-4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Supervises Purchasing, Contracting, Contract Compliance, General Services (including Records Management), and Fleet Services for the organization.

MINIMUM REQUIREMENTS

Bachelor's degree in business administration, economics or public administration or closely related field, and three or more years of experience directly related to the duties of the position.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Property Room Officer Public Safety					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Evidence Warehouse	40.0	\$50,723	\$52,743	\$54,763
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Property Technician	40.0	\$40,883	\$46,528	\$52,173
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Evidence Control Officer (CS)	40.0	\$47,143	\$52,234	\$57,326
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Evidence Officer II (Represented)	40.0	\$54,938	\$60,876	\$66,814
Pierce County, WA		40.0	\$52,104	\$57,585	\$63,066
<i>Custom Survey Market Average</i>			\$48,422	\$53,095	\$57,769
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			108%	108%	109%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Police Property / Evidence Technician	40.0	\$54,349	\$62,490	\$65,366
Pierce County, WA		40.0	\$52,104	\$57,585	\$63,066
<i>Published Market Average</i>			\$54,349	\$62,490	\$65,366
<i>Pierce County, WA as a % of Published Market Average</i>			96%	92%	96%
Pierce County, WA			\$52,104	\$57,585	\$63,066
<i>Overall Comparator Market Average</i>			\$51,385	\$57,793	\$61,568
Pierce County, WA as a % of Overall Market Average			101%	100%	102%
<i>Adjustment To Reach Market Average</i>			-1%	0%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of tasks relating to the storage and safekeeping of property and evidence.

MINIMUM REQUIREMENTS

High School diploma or G.E.D.. equivalent is required. United States citizenship or a lawful permanent resident and the ability to read and write the English language as required by RCW 41.14.100 is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Recording and Licensing Technician 2 Administrative Support					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Customer Service Rep. Tech.	40.0	\$62,858	\$66,071	\$69,285
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	Assessment & Taxation Technician 2	40.0	\$48,135	\$53,517	\$58,899
Snohomish County, WA	Licensing Examiner II	40.0	\$47,442	\$52,555	\$57,669
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Licensing & Recording Specialist II	40.0	\$44,349	\$51,671	\$58,992
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Custom Survey Market Average</i>			\$50,696	\$55,953	\$61,211
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			102%	104%	106%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$51,688	\$58,188	\$64,688
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$51,688	\$58,188	\$64,688
<i>Overall Comparator Market Average</i>			\$50,696	\$55,953	\$61,211
Pierce County, WA as a % of Overall Market Average			102%	104%	106%
<i>Adjustment To Reach Market Average</i>			-2%	-4%	-5%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs a variety of complex office support and/or field work in the Recording/ Licensing Division. Assists customers in licensing (business, marriage, vehicle, animal, passports), recording, real estate excise taxes and cashiering.

MINIMUM REQUIREMENTS

Recording Unit: Three years of general clerical experience with one year of cashiering experience required.

Licensing Unit: Three years of general clerical experience and Vehicle Field System Certification required (VFS certification includes 1800 hours of training on the Vehicle Field System.)

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Recreation Supervisor Parks and Recreation					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Recreation Program Coordinator, Sr.	40.0	\$68,180	\$73,789	\$79,399
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Recreation Supervisor	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Recreation Program Manager	37.5	\$57,391	\$67,416	\$77,441
State of Washington	Recreation & Athletics Specialist 4	40.0	\$44,276	\$51,919	\$59,562
Thurston County, WA	Recreation Supervisor	40.0	\$61,668	\$72,405	\$83,142
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Custom Survey Market Average</i>			\$57,837	\$65,879	\$73,921
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			113%	112%	112%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Recreation Coordinator	40.0	\$56,358	\$65,768	\$78,097
Pierce County, WA		40.0	\$65,229	\$73,954	\$82,680
<i>Published Market Average</i>			\$56,358	\$65,768	\$78,097
<i>Pierce County, WA as a % of Published Market Average</i>			116%	112%	106%
Pierce County, WA			\$65,229	\$73,954	\$82,680
<i>Overall Comparator Market Average</i>			\$57,097	\$65,824	\$76,009
Pierce County, WA as a % of Overall Market Average			114%	112%	109%
<i>Adjustment To Reach Market Average</i>			-12%	-11%	-8%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Coordinates organization-wide recreation and youth sports program programs for the Parks and Recreation Services Department, directing the selection, supervision and evaluation of assigned staff.

MINIMUM REQUIREMENTS

Bachelors' Degree in Parks and Recreation Administration or related field and four years of experience in recreation which includes at least two years of supervisory level experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Registered Nurse Case Manager Health Care Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Registered Nurse Consultant	40.0	\$66,051	\$71,540	\$77,029
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Registered Nurse-Human Services	40.0	\$59,565	\$65,998	\$72,431
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Nursing Care Consultant	40.0	\$69,774	\$81,777	\$93,779
Thurston County, WA	Community Health Nurse II	40.0	\$61,434	\$71,571	\$81,709
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		37.5	\$63,473	\$71,243	\$79,014
<i>Custom Survey Market Average</i>			\$64,206	\$72,722	\$81,237
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			99%	98%	97%
<i>Published Data Sources</i>					
CompAnalyst	Registered Nurse (RN), Geriatric	40.0	\$55,781	\$68,063	\$88,406
Economic Research Institute	Registered Nurse - Level 2	40.0	\$69,655	\$79,876	\$92,990
Milliman Surveys - Blended	Registered Nurse	40.0	\$69,192	\$76,507	\$91,515
Pierce County, WA		37.5	\$63,473	\$71,243	\$79,014
<i>Published Market Average</i>			\$64,876	\$74,815	\$90,970
<i>Pierce County, WA as a % of Published Market Average</i>			98%	95%	87%
Pierce County, WA			\$63,473	\$71,243	\$79,014
<i>Overall Comparator Market Average</i>			\$64,541	\$73,768	\$86,104
Pierce County, WA as a % of Overall Market Average			98%	97%	92%
<i>Adjustment To Reach Market Average</i>			2%	4%	9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides nursing consultation services and nurse service visits to older and adult disabled clients, collaborates with health care professionals in a clinical team setting, and provides case management services and authorization of in-home care and ancillary services to Medicaid Personal Care eligible clients. Provides training, monitoring and oversight of home-care providers in the client's home.

MINIMUM REQUIREMENTS

Current, non-restricted license to practice as a RN in the State of Washington and a valid driver's license. Bachelor's Degree in Nursing from a NLN accredited institution or RN with a Bachelors of Arts in a Social Services related field required. Community-based nursing experience essential.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Right-of-Way Agent 2 Planning and Economic Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Real Property Agent	40.0	\$71,534	\$77,575	\$83,616
City of Tacoma, WA	Real Estate Specialist, Senior	40.0	\$69,410	\$76,898	\$84,386
Clark County, WA	Real Property Agent II	40.0	\$57,711	\$65,612	\$73,513
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Right-of-Way Analyst	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Right-of-Way Appraiser/Review Aprsr	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Right of Way Agent 2	37.5	\$56,256	\$66,082	\$75,909
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Right of Way Agent II	40.0	\$59,438	\$69,245	\$79,051
Washington County, OR	Right of Way Agent	40.0	\$72,758	\$80,604	\$88,449
Pierce County, WA		40.0	\$73,382	\$83,585	\$93,787
<i>Custom Survey Market Average</i>			\$62,678	\$70,905	\$79,131
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			117%	118%	119%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Right-of-Way Agent	40.0	\$77,610	\$84,370	\$87,097
Pierce County, WA		40.0	\$73,382	\$83,585	\$93,787
<i>Published Market Average</i>			\$77,610	\$84,370	\$87,097
<i>Pierce County, WA as a % of Published Market Average</i>			95%	99%	108%
Pierce County, WA			\$73,382	\$83,585	\$93,787
<i>Overall Comparator Market Average</i>			\$70,144	\$77,637	\$83,114
Pierce County, WA as a % of Overall Market Average			105%	108%	113%
<i>Adjustment To Reach Market Average</i>			-4%	-7%	-11%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly responsible work in the field of land acquisition and property management. Conducts appraisals, acquires easement and fee interests in real property, property management problems and basic relocation assistance, and provides leadership to lower level agents.

MINIMUM REQUIREMENTS

Bachelor's degree with major course work in real estate or related discipline and one year of related experience is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Risk Manager Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Executive 2	40.0	\$96,248	\$127,513	\$158,779
City of Tacoma, WA	Risk Manager	40.0	\$98,405	\$112,289	\$126,173
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match (HR Mgr 2 handles func.)		NA	NA	NA
Snohomish County, WA	County Risk Manager	40.0	\$85,117	\$102,697	\$120,276
Spokane County, WA	Risk Manager	37.5	\$67,867	\$79,723	\$91,578
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Risk Manager	40.0	\$84,595	\$98,696	\$112,797
Washington County, OR	Risk Manager	40.0	\$102,843	\$117,033	\$131,223
Pierce County, WA		35.0	\$100,265	\$117,832	\$135,398
<i>Custom Survey Market Average</i>			\$89,179	\$106,325	\$123,471
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			112%	111%	110%
<i>Published Data Sources</i>					
CompAnalyst	Risk Manager	40.0	\$88,900	\$119,100	\$153,300
Economic Research Institute	Risk Management Manager - Level 2	40.0	\$91,039	\$108,161	\$130,357
Milliman Surveys - Blended	Multiple Survey Matches - Blended	40.0	\$116,584	\$136,313	\$144,857
Pierce County, WA		35.0	\$100,265	\$117,832	\$135,398
<i>Published Market Average</i>			\$98,841	\$121,191	\$142,838
<i>Pierce County, WA as a % of Published Market Average</i>			101%	97%	95%
Pierce County, WA			\$100,265	\$117,832	\$135,398
<i>Overall Comparator Market Average</i>			\$94,010	\$113,758	\$133,154
Pierce County, WA as a % of Overall Market Average			107%	104%	102%
<i>Adjustment To Reach Market Average</i>			-6%	-3%	-2%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Oversees the risk management program for the organization. Coordinates and facilitates risk management activities including all matters pertaining to potential and active litigation and investigations to ensure claims are handled in an efficient and responsible manner. Coordinates and facilitates the organization's medical, dental and life insurance benefits, workers' compensation, and deferred compensation programs.

MINIMUM REQUIREMENTS

Bachelor's degree in business, insurance, risk management, safety engineering or related field; and five years of experience at a risk management or insurance entity which includes considerable knowledge of business administration and business law is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Social Service Program Specialist 2 Program Series					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Human Services Coordinator	40.0	\$56,372	\$60,991	\$65,610
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Data and Program Analyst - HMIS	40.0	\$63,536	\$70,398	\$77,260
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Social Services Program Specialist II	40.0	\$65,530	\$76,343	\$87,156
Washington County, OR	Program Coordinator	40.0	\$60,728	\$73,506	\$86,284
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$61,541	\$70,309	\$79,078
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			112%	112%	111%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$61,541	\$70,309	\$79,078
Pierce County, WA as a % of Overall Market Average			112%	112%	111%
<i>Adjustment To Reach Market Average</i>			-11%	-11%	-10%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical work coordinating contract and monitoring processes for organization funded social service programs. Leads projects in the areas of data analysis and impact evaluation and/or contract procurement, writing, and monitoring processes of social service programs.

MINIMUM REQUIREMENTS

Bachelor's degree in public or business administration or social work, or a related field and two years of professional social services work experience which includes work with related programs, contracts, planning, or services required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Superior Court Administrator Officials and Administrators					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Superior Court Administrator	40.0	\$84,452	\$101,877	\$119,301
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	Court Administrator	40.0	\$88,889	\$105,736	\$122,582
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Superior Court Administrator	40.0	\$113,971	\$137,512	\$161,053
Spokane County, WA	Superior Court Administrator	37.5	\$86,036	\$101,065	\$116,093
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Superior Court Administrator	40.0	\$99,964	\$116,627	\$133,289
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Custom Survey Market Average</i>			\$94,663	\$112,563	\$130,464
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			118%	116%	115%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$111,477	\$131,014	\$150,552
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$111,477	\$131,014	\$150,552
<i>Overall Comparator Market Average</i>			\$94,663	\$112,563	\$130,464
Pierce County, WA as a % of Overall Market Average			118%	116%	115%
<i>Adjustment To Reach Market Average</i>			-15%	-14%	-13%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Oversees overall operation of the County Superior Court. Accomplishes the Court's mission of promoting respect for law, society, individual rights; providing an open, accessible, and effective forum for the resolution of cases; resolving matters in a just, efficient and timely manner; assuring the dignified and fair treatment of all parties.

MINIMUM REQUIREMENTS

Bachelor's Degree in a related field from an accredited college or university, plus five (5) or more years of experience as a court or criminal justice manager or administrator.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Traffic Sign Technician Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Maintenance Laborer, Sr.-Traffic	40.0	\$52,684	\$53,734	\$54,783
City of Tacoma, WA	Traffic Sign & Marketing Specialist	40.0	\$51,792	\$57,366	\$62,941
Clark County, WA	Traffic Control Technician	40.0	\$47,341	\$52,504	\$57,668
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Maintenance Specialist 2	40.0	\$40,264	\$47,116	\$53,967
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Traffic Maintenance Worker I	40.0	\$47,044	\$51,935	\$56,825
Pierce County, WA		40.0	\$62,899	\$62,899	\$62,899
<i>Custom Survey Market Average</i>			\$47,825	\$52,531	\$57,237
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			132%	120%	110%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$62,899	\$62,899	\$62,899
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$62,899	\$62,899	\$62,899
<i>Overall Comparator Market Average</i>			\$47,825	\$52,531	\$57,237
Pierce County, WA as a % of Overall Market Average			132%	120%	110%
<i>Adjustment To Reach Market Average</i>			-24%	-16%	-9%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Installs, maintains, and repairs highway signs, sign supports, pavement markings, and traffic control devices.

MINIMUM REQUIREMENTS

One or more years of related work experience.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Traffic Signal Technician 2 Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Signal Technician - Journey level	40.0	\$98,700	\$98,700	\$98,700
City of Tacoma, WA	Signal & Lighting Electrician	40.0	\$85,987	\$85,987	\$85,987
Clark County, WA	Traffic Signal Technician Sr	40.0	\$63,570	\$72,358	\$81,146
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Traffic Signal Electrician	40.0	\$57,669	\$63,866	\$70,064
Spokane County, WA	Traffic Signal Technician 2	40.0	\$47,727	\$56,064	\$64,400
State of Washington	Transportation Systems Tech. B	40.0	\$53,967	\$63,254	\$72,540
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	Traffic & Signal Lighting Tech., Sr.	40.0	\$72,060	\$79,862	\$87,665
Pierce County, WA		40.0	\$71,198	\$76,242	\$81,286
<i>Custom Survey Market Average</i>			\$68,526	\$74,299	\$80,072
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			104%	103%	102%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$71,198	\$76,242	\$81,286
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$71,198	\$76,242	\$81,286
<i>Overall Comparator Market Average</i>			\$68,526	\$74,299	\$80,072
Pierce County, WA as a % of Overall Market Average			104%	103%	102%
<i>Adjustment To Reach Market Average</i>			-4%	-3%	-1%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Installs and maintains electrical and electronic traffic control and road illumination systems.

MINIMUM REQUIREMENTS

Three or more years of experience in traffic signal installation or closely related field is required.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Victim Services Specialist Social Services					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		35.0	\$46,264	\$52,043	\$57,821
<i>Custom Survey Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		35.0	\$46,264	\$52,043	\$57,821
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$46,264	\$52,043	\$57,821
<i>Overall Comparator Market Average</i>			NA	NA	NA
Pierce County, WA as a % of Overall Market Average			NA	NA	NA
<i>Adjustment To Reach Market Average</i>					

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Provides services and case management for victims of domestic violence and their children.

MINIMUM REQUIREMENTS

Bachelor's degree with major coursework in social work psychology or other human services field. Minimum two years case management experience (domestic violence experience desired).

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Wastewater Maintenance Specialist - Mechanical Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Utility Sysm Maintenance Tech., Sr.	40.0	\$62,197	\$64,669	\$67,140
City of Tacoma, WA	WW Treatmt Plant Main. Machinist	40.0	\$73,674	\$79,498	\$85,322
Clark County, WA	Wastewater Maintenance Technician II	40.0	\$56,236	\$62,394	\$68,552
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	WW Collections System Specialist 3	40.0	\$46,318	\$54,409	\$62,500
State of Washington	Wastewater Treatment Plant Operator	40.0	\$48,819	\$57,284	\$65,749
Thurston County, WA	Utilities Operator III	40.0	\$64,281	\$74,890	\$85,499
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$68,141	\$77,147	\$86,154
<i>Custom Survey Market Average</i>			\$58,587	\$65,524	\$72,460
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			116%	118%	119%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$68,141	\$77,147	\$86,154
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$68,141	\$77,147	\$86,154
<i>Overall Comparator Market Average</i>			\$58,587	\$65,524	\$72,460
<i>Pierce County, WA as a % of Overall Market Average</i>			116%	118%	119%
<i>Adjustment To Reach Market Average</i>			-14%	-15%	-16%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs highly skilled maintenance work involving preventative and corrective mechanical activities in the Planning and Public Works Department, Wastewater Treatment Plant and Collection System Operations. Maintains, troubleshoots and repairs of a wide range of mechanical equipment such as pumps, pipes, valves, screw augers, elevators, filter systems, combustion engines, shredders, grinders, blowers, chemical feed/filter systems and other complex machinery throughout the system.

MINIMUM REQUIREMENTS

High school diploma or GED and two (2) years of apprenticeship training from a recognized vocational technical school or training program. A minimum of five (5) years of experience in the maintenance and repair of mechanical, pumping, or collection system is required. Within the first twelve months, individuals must have the ability to obtain a Commercial Driver's License (CDL) Class "A" (Tank Vehicle) endorsement and Wastewater Collections Specialist Certification.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Wastewater Maintenance Technician Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Drainage & WW Collection Wkr CL	40.0	\$55,783	\$58,618	\$61,452
City of Tacoma, WA	No Match		NA	NA	NA
Clark County, WA	Wastewater Maintenance Technician	40.0	\$44,240	\$49,041	\$53,841
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	M&O Specialist	40.0	\$49,484	\$58,849	\$68,214
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	WW Collections System Specialist 2	40.0	\$41,916	\$45,303	\$48,690
State of Washington	Wastewater Treatment Plant Operator	40.0	\$47,973	\$56,257	\$64,541
Thurston County, WA	Utilities Operator II	40.0	\$55,526	\$64,689	\$73,851
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$55,203	\$62,078	\$68,952
<i>Custom Survey Market Average</i>			\$49,154	\$55,459	\$61,765
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			112%	112%	112%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	Wastewater Maintenance Operator	40.0	\$58,155	\$71,690	\$81,142
Pierce County, WA		40.0	\$55,203	\$62,078	\$68,952
<i>Published Market Average</i>			\$58,155	\$71,690	\$81,142
<i>Pierce County, WA as a % of Published Market Average</i>			95%	87%	85%
Pierce County, WA			\$55,203	\$62,078	\$68,952
<i>Overall Comparator Market Average</i>			\$53,655	\$63,574	\$71,454
Pierce County, WA as a % of Overall Market Average			103%	98%	96%
<i>Adjustment To Reach Market Average</i>			-3%	2%	4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs skilled maintenance work for the Planning and Public Works Department. Performs manual work or routine equipment operation associated with the maintenance, inspection, operation and repair of the Wastewater Collections system. This is the second level position of the Wastewater Maintenance Series. The series consists of Wastewater Maintenance Worker, Wastewater Maintenance Technician and Wastewater Maintenance Specialist

MINIMUM REQUIREMENTS

Three years' experience in the wastewater field or related field i.e., construction, electronics, etc.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Wastewater Operations Manager Skilled Craft Workers					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Manager 3	40.0	\$89,069	\$111,331	\$133,594
City of Tacoma, WA	Assistant Division Manager	40.0	\$118,498	\$135,242	\$151,986
Clark County, WA	Wastewater Operations Manager	40.0	\$78,346	\$94,512	\$110,679
King County, WA	Wastewater Plant Ops Mgr	40.0	\$109,939	\$125,171	\$140,404
Kitsap County, WA	M&O Manager	40.0	\$85,309	\$101,483	\$117,657
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	WW Operations Section Manager	37.5	\$81,153	\$95,329	\$109,505
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Custom Survey Market Average</i>			\$93,719	\$110,511	\$127,304
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			94%	91%	89%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$87,649	\$100,309	\$112,970
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$87,649	\$100,309	\$112,970
<i>Overall Comparator Market Average</i>			\$93,719	\$110,511	\$127,304
Pierce County, WA as a % of Overall Market Average			94%	91%	89%
<i>Adjustment To Reach Market Average</i>			7%	10%	13%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs responsible supervisory, administrative, technical and managerial work involving the Wastewater Treatment Facility, biosolids management, fertilizer manufacturing plant, and reclaimed water. Directs daily plant operations to include budget, technical applications of all treatment processes, personnel management, training and budget development and control. Position is legally responsible under Washington Administrative Code for operation of the Wastewater Treatment Facility in compliance with State National Pollutant Discharge Elimination System (NPDES) permit and Industrial Pretreatment Program.

MINIMUM REQUIREMENTS

Bachelor's degree in Environmental Sciences, Biology Management or a related discipline and eight (8) years' experience in Wastewater Treatment plants, five (5) of which must be in a supervisory position of a Secondary Wastewater Treatment Plant. Individual must possess a valid State of Washington Wastewater Treatment Plant Operator IV License.

APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)

Wastewater Treatment Plant Operator 3 Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	WW Treatment Plant Operator, Senior	40.0	\$76,149	\$78,052	\$79,955
Clark County, WA	Wastewater Operations Lead Worker	40.0	\$61,047	\$67,729	\$74,411
King County, WA	WW Trmt Operator, Senior in Charge	40.0	\$90,256	\$91,339	\$92,422
Kitsap County, WA	Plant Operator Supervisor	40.0	\$56,645	\$67,355	\$78,065
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	Wastewater Treatment Plant Operator	40.0	\$58,487	\$68,559	\$78,631
Thurston County, WA	Utilities Operator III	40.0	\$64,281	\$74,890	\$85,499
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$67,454	\$76,409	\$85,363
<i>Custom Survey Market Average</i>			\$67,811	\$74,654	\$81,497
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			99%	102%	105%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	WW Trtmt Plant Operator - Level 3	40.0	\$57,419	\$67,919	\$82,013
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$67,454	\$76,409	\$85,363
<i>Published Market Average</i>			\$57,419	\$67,919	\$82,013
<i>Pierce County, WA as a % of Published Market Average</i>			117%	112%	104%
Pierce County, WA			\$67,454	\$76,409	\$85,363
<i>Overall Comparator Market Average</i>			\$62,615	\$71,287	\$81,755
Pierce County, WA as a % of Overall Market Average			108%	107%	104%
<i>Adjustment To Reach Market Average</i>			-7%	-7%	-4%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs technical, skilled work in the operation and maintenance of a wastewater treatment plant and related facilities. Ensures proper and safe operation of treatment plant equipment and processes used in stabilizing solids, and ensuring a safe effluent for receiving waters. Supervises, trains, and instructs lower level Plant Operators.

MINIMUM REQUIREMENTS

High school graduation and a minimum of two (2) years of continuing education at a trade school or community college in wastewater treatment processes is required. At least four (4) years of work experience with demonstrated progressive knowledge of treatment plant operations is required. Must possess a valid Group III Operator's Certification as required by the State of Washington.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Wastewater Treatment Plant Pretreatment Technician Maintenance and Operations					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	No Match		NA	NA	NA
City of Tacoma, WA	Environmental Lab Scientist I	40.0	\$52,187	\$57,824	\$63,461
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	No Match		NA	NA	NA
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	No Match		NA	NA	NA
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$62,296	\$70,606	\$78,915
<i>Custom Survey Market Average</i>			\$52,187	\$57,824	\$63,461
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			119%	122%	124%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$62,296	\$70,606	\$78,915
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$62,296	\$70,606	\$78,915
<i>Overall Comparator Market Average</i>			\$52,187	\$57,824	\$63,461
Pierce County, WA as a % of Overall Market Average			119%	122%	124%
<i>Adjustment To Reach Market Average</i>			-16%	-18%	-20%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Conducts both the Industrial Pretreatment Program and laboratory analysis of environmental samples, in support of the Wastewater Treatment Plant. Acts as the organization's representative to industries discharging to the sewers, with the responsibility of making sure they are in compliance with applicable federal, state, and local pretreatment regulations.

MINIMUM REQUIREMENTS

Bachelor's Degree in a natural or physical science discipline with at least 18 quarter-hours (12 semester hours) of laboratory theory and laboratory course work in Chemistry.

**APPENDIX B
Pierce County, WA
Detailed Market Data (Adjusted)**

Water Quality Specialist 3 Engineering & Related Fields					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Custom Survey Data Sources</i>					
City of Seattle, WA	Water Quality Analyst, Sr.	40.0	\$68,180	\$73,789	\$79,399
City of Tacoma, WA	Water Quality Specialist	40.0	\$67,184	\$74,412	\$81,640
Clark County, WA	No Match		NA	NA	NA
King County, WA	No Match		NA	NA	NA
Kitsap County, WA	No Match		NA	NA	NA
Multnomah County, OR	No Match		NA	NA	NA
Snohomish County, WA	Engineering Technician IV - Drainage	40.0	\$54,960	\$60,873	\$66,787
Spokane County, WA	No Match		NA	NA	NA
State of Washington	No Match		NA	NA	NA
Thurston County, WA	Water Resources Specialist II	40.0	\$62,407	\$72,705	\$83,002
Washington County, OR	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Custom Survey Market Average</i>			\$63,183	\$70,445	\$77,707
<i>Pierce County, WA as a % of Custom Survey Market Average</i>			109%	112%	113%
<i>Published Data Sources</i>					
CompAnalyst	No Match		NA	NA	NA
Economic Research Institute	No Match		NA	NA	NA
Milliman Surveys - Blended	No Match		NA	NA	NA
Pierce County, WA		40.0	\$69,181	\$78,572	\$87,963
<i>Published Market Average</i>			NA	NA	NA
<i>Pierce County, WA as a % of Published Market Average</i>			NA	NA	NA
Pierce County, WA			\$69,181	\$78,572	\$87,963
<i>Overall Comparator Market Average</i>			\$63,183	\$70,445	\$77,707
Pierce County, WA as a % of Overall Market Average			109%	112%	113%
<i>Adjustment To Reach Market Average</i>			-9%	-10%	-12%

NA = Data Not Available; All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the custom survey market average and the published data market average. The Published Data Sources reflect percentiles of actual base salaries.

JOB SUMMARY

Performs both office and field work and is responsible for leading inspections of public and private stormwater facilities, monitoring programs, and for providing technical assistance on compliance to facility owners and operators. Correspond with citizens, engineers, contractors, and other agencies in matters of spill prevention, water quality protection, and stormwater management.

MINIMUM REQUIREMENTS

Four years of college or post-high school technical training and three or more years of progressively responsible related experience.

Appendix C - Pay Practices, Paid Time Off, Health and Retirement, and Other Benefits

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2a – PAY SCHEDULE DESIGN

Survey Participant	Grade and Step	Grades, No Steps	No Ranges	Notes
City of Seattle, WA	X	X	X	
City of Tacoma, WA	X			
Clark County, WA	X			
King County, WA	X			
Kitsap County, WA	X			
Multnomah County, OR	X	X	X	
Snohomish County, WA	X			
Spokane County, WA	X			Spokane County utilizes both grades and a 13-step plan.
State of Washington	X			The State of Washington utilizes 171 pay grades.
Thurston County, WA	X	X	X	
Washington County, OR	X	X		Washington County's exempt pay plan utilizes only ranges. All other pay plans utilize steps.
Pierce County, WA	X		X	

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2b – PAY PROGRESSION THROUGH PAY RANGES

Survey Participant	Longevity or Time in Job Increases	Merit and Performance Increases	Market Data Adjustments	Budget Process / Financial Ability
City of Seattle, WA	X	X	X	X
City of Tacoma, WA	X			
Clark County, WA	X			
King County, WA	X	X		
Kitsap County, WA	X	X	X	
Multnomah County, OR	X	X	X	
Snohomish County, WA	X	X		
Spokane County, WA	X		X	
State of Washington	X			
Thurston County, WA	X	X	X	
Washington County, OR		X	X	
Pierce County, WA	X	X	X	

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2c – PAY RANGE ADJUSTMENTS USED

Survey Participant	Market Data	Budget Process / Financial Ability	Collective Bargaining Agreement
City of Seattle, WA			
City of Tacoma, WA	X	X	X
Clark County, WA	X	X	X
King County, WA			X
Kitsap County, WA	X	X	X
Multnomah County, OR	X		X
Snohomish County, WA	X	X	X
Spokane County, WA	X	X	X
State of Washington	X	X	X
Thurston County, WA	X	X	X
Washington County, OR	X		X
Pierce County, WA	X	X	X

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2d – FY2017-19 BASE PAY RANGE INCREASES

Survey Participant	FY2017	FY2018	FY2019 (Anticipated)
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	2.39%	3.00%	3.00%
Clark County, WA	2.20%	2.20%	2.20%
King County, WA	2.75%	3.25%	4.00%
Kitsap County, WA	2.00%	1.00%	0.00%
Multnomah County, OR	1.00%	3.60%	Unknown
Snohomish County, WA	2.50%	2.50%	3.00%
Spokane County, WA	2.00%	2.00%	2.00%
State of Washington	2.00%	2.00%	3.00%
Thurston County, WA	2.00%	2.00%	3.00%
Washington County, OR	2.80%	~3.50%	Unknown
Market Average	2.16%	2.51%	2.53%
Pierce County, WA	2.13%	1.80%	2.50%

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2e – PAY INCREASE GUARANTEES – MINIMUM GUARANTEED PAY INCREASES FOR PROMOTIONS

Survey Participant	Is There A Minimum Guaranteed Pay Increase Percentage for Promotions	Additional Policy Information
City of Seattle, WA	No	NA
City of Tacoma, WA	Yes	The next higher step in the new pay range
Clark County, WA	Yes	Minimum 5.0% increase
King County, WA	Yes	Varies by bargaining unit
Kitsap County, WA	Yes	For promotional appointments, the employee's hourly rate for the position into which the employee is promoted shall be at least 2.5% greater than the employee's hourly rate at the formerly held position.
Multnomah County, OR	No	NA
Snohomish County, WA	Yes	An employee who is promoted will be paid at the step in the pay range for the classification to which the employee is promoted, which represents at least a one-step pay increase over the rate of pay received immediately prior to the promotion or at the minimum step of the new pay range, whichever is greater; however such increase may not exceed the maximum step of the new pay range. A greater pay rate may be permitted upon promotion to correct the situation where a supervisor would receive less than a subordinate through application of this rule.
Spokane County, WA	Yes	NR
State of Washington	Yes	5.0% for promotion to a classification with a base salary that is less than 15.0% higher than that the current classification
Thurston County, WA	Yes	Minimum 5.0% increase Maximum is the current step in the higher grade
Washington County, OR	Yes	Typically 5.0% or the beginning of the next higher pay range. Exceptions can be made by approval by the County Administrator.
Pierce County, WA	Yes	The recruiting rate (Step 01) for the higher classification, or the next higher rate provided such higher rate results in an increase of at least 5.0% percent over the salary received prior to the promotion, not to exceed the maximum step of the new salary range.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2f – PAY INCREASE GUARANTEES – MINIMUM GUARANTEED PAY INCREASES FOR RECLASSIFICATION TO A HIGHER GRADE

Survey Participant	Is There a Minimum Guaranteed Pay Increase for Reclassification to a Higher Grade	Additional Policy Information
City of Seattle, WA	NR	NR
City of Tacoma, WA	Yes	The next higher step in the new pay range.
Clark County, WA	Yes	Minimum 5.0% increase
King County, WA	Yes	NR
Kitsap County, WA	Yes	Step 1 of the new pay scale OR to the step that provides a minimum of 2.5% but is no more than a 5% increase.
Multnomah County, OR	No	NA
Snohomish County, WA	Yes	NR
Spokane County, WA	No	NA
State of Washington	Yes	NR
Thurston County, WA	Yes	Minimum 5.0% increase Maximum is the current step in the higher grade
Washington County, OR	Yes	Pay increases are typically 5% or the beginning of the next higher pay range. Exceptions can be made by approval by the County Administrator.
Pierce County, WA	Yes	The recruiting rate (Step 01) for the higher classification, or the next higher rate provided such higher rate results in an increase of at least 5.0% percent over the salary received prior to the reclassification, not to exceed the maximum step of the new salary range.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2g – PAY INCREASE GUARANTEES – VACANCY REQUIRED BEFORE A PROMOTION CAN BE RECOMMENDED

Survey Participant	Is a Vacancy Required Before a Promotion can be Recommended
City of Seattle, WA	NR
City of Tacoma, WA	Yes
Clark County, WA	Yes
King County, WA	Yes
Kitsap County, WA	Yes
Multnomah County, OR	Yes
Snohomish County, WA	Yes
Spokane County, WA	Yes
State of Washington	No
Thurston County, WA	Yes
Washington County, OR	No
Pierce County, WA	No

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2h – PAY INCREASE GUARANTEES – AUTOMATIC INCREASES OR AUTOMATIC TITLE / PAY GRADE / PAY INCREASE UPON ACHIEVEMENT OF CERTAIN MILESTONES

Survey Participant	Automatic Increases or Automatic Title / Pay Grade / Pay Increase upon Achievement of Certain Milestones	Additional Policy Information
City of Seattle, WA	No	NA
City of Tacoma, WA	No	Some CBAs to account for this but for non-represented employees automatic increases or automatic title, pay grade, and/or pay increases upon the achievement of certain milestones are not guaranteed.
Clark County, WA	No	NA
King County, WA	No	NA
Kitsap County, WA	No	NA
Multnomah County, OR	No	NA
Snohomish County, WA	No	NA
Spokane County, WA	No	NA
State of Washington	No	NA
Thurston County, WA	Yes	Narrowly applied to two classification families based on earning and retaining certain certifications.
Washington County, OR	Yes	For selected classifications an employee may be promoted automatically upon achieving some level of certification and/or experience. Provisions are detailed within the specific CBAs.
Pierce County, WA	No	Within a select number of bargaining agreements Pierce County offers higher pay when an employee earns a higher certification (i.e. Equipment Service Technician to Equipment Service Technician OR ASE and then Equipment Service Technician, ASE Master).

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
COMPENSATION PRACTICES

2i – HR POLICIES – CAN AN EMPLOYEE'S PAY BE SET ABOVE THE PAY RANGE MINIMUM AT TIME OF HIRE

Survey Participant	Can an Employee's Pay be Set Above the Pay Range Minimum at Time of Hire	Additional Policy Information
City of Seattle, WA	NR	NR
City of Tacoma, WA	Yes	Increases for non-represented classifications - The employee must possess exceptional qualifications, or exceptional market conditions exist warranting employment at a higher step in the pay range; provided that money is in the budget. Must be approved by the Appointing Authority.
Clark County, WA	Yes	Occasionally pay set higher than step 1 is approved by HR and/or County Manager.
King County, WA	Yes	Any offer above Step 1 of the pay range must be reviewed by the department. Any offer above Step 5 must be reviewed by the Department of Human Resources.
Kitsap County, WA	Yes	Up to step 6 is up to department director, step 7 and above requires the County Administrator approval.
Multnomah County, OR	Yes	Requires approval by CHRO.
Snohomish County, WA	Yes	New employees will be appointed at the minimum step of the pay range in effect for the particular classification or position to which the appointment is made unless the employing official has requested and received prior authorization from the director to fill the position at some other step in the pay range. In no event will the starting rate of pay exceed the maximum rate of the pay range.
Spokane County, WA	Yes	An Advanced Step Placement may be requested by the Department Director and must be approved by the Human Resources Director.
State of Washington	Yes	The Employer will assign newly hired employees to the appropriate range and step of the appropriate State Salary Schedules.
Thurston County, WA	Yes	Employees can be hired above minimum salary with the County Manager's approval.
Washington County, OR	Yes	NR
Pierce County, WA	Yes	The Department Director can approve up to the mid-point of the range (generally step 6). Offering a starting pay above the mid-point of the range requires approval from the County Executive.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3a – SUPPLEMENTAL PAY – OVERTIME PAY / COMP TIME

Survey Participant	Eligible Types of Exempt Jobs	Compensated by Overtime, Comp Time, or Either	Rate Compensated
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	No overtime compensation or compensatory time off except when assigned to work outside of normal work hours due to emergency situations, or as provided in a collective bargaining agreement.	Either	Overtime Rate
Clark County, WA	NA	NA	NA
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	NA	NA	NA
Snohomish County, WA	NR	Comp Time	NR
Spokane County, WA	Any jobs that are specified as eligible for paid overtime or comp time in their Collective Bargaining Agreement	Either	Overtime Rate
State of Washington	Exchange Time is only available to overtime-exempt employees and carries no entitlement.	Overtime	Straight Time
Thurston County, WA	NA	NA	NA
Washington County, OR	Some supervisory positions in public works are eligible for overtime.	Either	Overtime Rate
Pierce County, WA	Select exempt positions within the Planning and Public Works Department when employees are called out to work during non-work hours. This normally occurs in areas that operate on a 24/7 basis and the result of a storm or emergent situation.	Overtime	Overtime Rate

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3b – SUPPLEMENTAL PAY – ON CALL OR STAND-BY PAY

Survey Participant	Eligible Types of Employees	Rate of Pay	Minimum Number of Hours Guaranteed
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	Non-Exempt	\$3.00 per hour	NA
Clark County, WA	Varies by union contract	Varies by union contract	Varies by union contract
King County, WA	Non-Exempt	Overtime Rate	Varies by union contract
Kitsap County, WA	Non-Exempt	Flat rate	Flat rate (\$20 per day)
Multnomah County, OR	Non-Exempt	Varies by union contract	Varies by union contract
Snohomish County, WA	Non-Exempt	Double Time	Varies by union contract
Spokane County, WA	Varies by union contract	Varies by union contract	Varies by union contract
State of Washington	Both	Straight Time	Part-time and on-call employees will be entitled to basic shift premium for all assigned hours of work after 6:00 p.m. and before 6:00 a.m. and all assigned full evening or night shifts. Overtime-eligible employees on standby status will be compensated at a rate of seven percent (7%) of their hourly base salary for time spent in standby status.
Thurston County, WA	Non-Exempt	\$2.25 per hour	NA
Washington County, OR	Both	Straight Time	Varies by union contract
Pierce County, WA	Non-Exempt	On-Call: \$3.10 per hour for most CBAs Standby: Double time is paid for actual hours worked on Sunday, otherwise time and a half	Minimum of 1.5 hours paid

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3c – SUPPLEMENTAL PAY – CALL BACK PAY

Survey Participant	Eligible Types of Employees	Rate of Pay	Minimum Number of Hours Guaranteed
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	Non-Exempt	Varies by union contract	Varies by union contract
Clark County, WA	Varies by union contract	Varies by union contract	Varies by union contract
King County, WA	NR	NR	NR
Kitsap County, WA	Non-Exempt	Overtime Rate	2 hours minimum
Multnomah County, OR	Non-Exempt	NR	Varies by union
Snohomish County, WA	Non-Exempt	NR	NR
Spokane County, WA	Varies by union contract	Varies by union contract	Varies by job and by Collective Bargaining Agreement
State of Washington	Both	Straight Time	Lack of notice for such work will be considered callback and will result in a penalty of three (3) hours of pay at the basic salary in addition to all other compensation due. This penalty will apply to each call.
Thurston County, WA	Non-Exempt	Overtime Rate	2 hours
Washington County, OR	Both	Overtime Rate	Varies by union contract
Pierce County, WA	Non-Exempt	Overtime Rate	2 to 4 hour minimum depending on contract

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3d – SUPPLEMENTAL PAY – EVENING SHIFT DIFFERENTIAL / 2ND SHIFT

Survey Participant	Eligible Types of Employees	Amount (% of base or \$ per hour)	Applicable Hours
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	Non-Exempt	Varies by union contract	Varies by union contract
Clark County, WA	Varies by union contract	Varies by union contract	Varies by union contract
King County, WA	Non-Exempt	Varies by union contract	Varies by union contract
Kitsap County, WA	Non-Exempt	\$0.25 per hour	NR
Multnomah County, OR	Varies by union contract	Varies by union contract	Varies by union contract
Snohomish County, WA	Varies by union contract	Varies by union contract	Varies by union contract
Spokane County, WA	Non-Exempt	Varies by union contract and job classification	Varies by union contract and job classification
State of Washington	Non-Exempt	\$1.00 per hour \$0.65 per hour	Regularly scheduled shifts that end at or after 10:00pm Regularly scheduled shifts from 6:00pm and 6:00am
Thurston County, WA	NA	NA	NA
Washington County, OR	Non-Exempt	Varies by union contract	Varies by union contract
Pierce County, WA	Non-Exempt	\$1.00 per hour	For work shifts that extend beyond 6:00pm or shifts that start before 6:00am

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3e – SUPPLEMENTAL PAY – OVERNIGHT SHIFT DIFFERENTIAL / 3RD SHIFT

Survey Participant	Eligible Types of Employees	Amount (% of base or \$ per hour)	Applicable Hours
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	Non-Exempt	Varies by union contract	Varies by union contract
Clark County, WA	Varies by union contract	Varies by union contract	Varies by union contract
King County, WA	Non-Exempt	Varies by union contract	Varies by union contract
Kitsap County, WA	Non-Exempt	\$0.35 per hour	NR
Multnomah County, OR	Varies by union contract	Varies by union contract	Varies by union contract
Snohomish County, WA	Varies by union contract	Varies by union contract	Varies by union contract
Spokane County, WA	Non-Exempt	Varies by union contract and job classification	Varies by union contract and job classification
State of Washington	Non-Exempt	\$1.50 per hour	3:00am – 11:00am
Thurston County, WA	NA	NA	NA
Washington County, OR	Non-Exempt	Varies by union contract	Varies by union contract
Pierce County, WA	Non-Exempt	\$1.00 per hour	For work shifts that extend beyond 6 pm or shifts that start before 6 am

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3f – SUPPLEMENTAL PAY – TUITION ASSISTANCE / EDUCATION REFUND

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	75% of tuition	Annual	75% tuition and books. Fees are not included. Employees may be reimbursed for up to 4 classes per calendar year.
Clark County, WA	NR	NR	NR
King County, WA	NR	One Time	NR
Kitsap County, WA	Varies	Annual	NR
Multnomah County, OR	Varies by union contract	Varies by union contract	Varies by union contract
Snohomish County, WA	100% of tuition	Annual	If approved, reimbursement for the cost of tuition at an accredited educational institution shall be contingent upon satisfactory completion of the course (i.e., a grade of "C" or better or the equivalent thereof). An employee, who is granted tuition reimbursement and then voluntarily terminates county employment, shall be required to repay any reimbursement which is received during the last six months of his/her employment.
Spokane County, WA	\$500	Annual	NR
State of Washington	Full or partial tuition	Annual	Employees must provide proof of satisfactory completion of a course that was previously approved for tuition reimbursement.
Thurston County, WA	NR	NR	NR
Washington County, OR	Amount varies by department	Annual	NR
Pierce County, WA	Up to \$ 3,000 at the discretion of the Dept. Director and funding	Annual	Employees must have served at least one year in their current position prior to receiving a benefit. Reimbursement shall be for courses that are related to an employee's current classification. Employee must pass, earn a C, 2.0 or better at the completion of the course.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3g – SUPPLEMENTAL PAY – PARKING BENEFITS

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	NA	NA	Free parking provided
Clark County, WA	NA	NA	NA
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	NA	NA	NA
Snohomish County, WA	NA	NA	NA
Spokane County, WA	NA	NA	NA
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	NA	NA	NA
Pierce County, WA	Parking is provided in select locations	Annual	Some Pierce County facilities provide parking while others do not. Employees are not given a parking allowance.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3h – SUPPLEMENTAL PAY – WELLNESS INCENTIVE

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	\$240	Annual	If employees participate in and meet Wellness Program Incentive requirements, they receive a \$20 per month credit.
Clark County, WA	NA	NA	NA
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	NA	NA	NA
Snohomish County, WA	\$125	Annual	\$75 incentive for health screening and a \$50 incentive for participating in the healthy habits program
Spokane County, WA	NA	NA	NA
State of Washington	\$125	Annual	NR
Thurston County, WA	\$25 gift card \$125 off health premium	Annual	If earned, \$25 Amazon Gift Card and \$125 deductible credit or HSA deposit (through PEBB Plan).
Washington County, OR	NA	NA	NA
Pierce County, WA	\$120 off health premium	Annual	Paid towards employee paid health insurance premium

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3i – SUPPLEMENTAL PAY – COMMUTER BENEFITS

Survey Participant	Offered?	Additional Policy Information
City of Seattle, WA	NA	NA
City of Tacoma, WA	Yes	Commute Trip Reduction Programs - Van pools available, ORCA card provided free of charge / Emergency Rides Home Provided
Clark County, WA	Yes	Bus pass, bike locker, and/or free carpool parking
King County, WA	Yes	The County provides as ORCA card which allows the employee to ride public transportation free of charge.
Kitsap County, WA	Yes	CTR program
Multnomah County, OR	Yes	Trimet pass
Snohomish County, WA	Yes	Discounted parking rates in the county garage – shared between county employees registered in the carpool
Spokane County, WA	NA	NA
State of Washington	Yes	See Parking Benefit Section
Thurston County, WA	Yes	Free transit through Thurston County's public transit system
Washington County, OR	Yes	County provides Public Transit Pass
Pierce County, WA	Yes	The County provides as ORCA card which allows the employee to ride public transportation free of charge.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3j – SUPPLEMENTAL PAY – RELOCATION ASSISTANCE

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	NA	NA	NA
Clark County, WA	NA	NA	NA
King County, WA	Varies	One Time	Some jobs that are hard to fill receive relocation benefits.
Kitsap County, WA	Maximum of \$7,500	One Time	Reimbursement is limited to persons appointed to “at-will” or appointed positions, as set forth in the Personnel Manual, Appendix C and those positions determined by the Director of Human Resources in advance of the recruitment as difficult to fill within the local market. In all cases, reimbursement is limited to those candidates whose relocation meets the IRS distance test.
Multnomah County, OR	NA	NA	NA
Snohomish County, WA	NA	NA	NA
Spokane County, WA	NA	NA	NA
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	NA	NA	NA
Pierce County, WA	Cannot exceed 65% of moving expenses or a maximum of \$4,000, whichever is less	One Time	Assistance is provided only for positions requiring special skills or training, most often Executive positions.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3k – SUPPLEMENTAL PAY – CLOTHING ALLOWANCE

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	Varies by union	Varies by union	Varies by union
Clark County, WA	NA	NA	NA
King County, WA	Varies by union	Varies by union	Varies by union
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	Varies by union	Varies by union	Varies by union
Snohomish County, WA	Varies by union	Varies by union	Varies by union
Spokane County, WA	Varies by union	Varies by union	Varies by union
State of Washington	\$75	Annual	NR
Thurston County, WA	NA	NA	NA
Washington County, OR	Varies by union	Varies by union	Varies by union
Pierce County, WA	\$175	Annual	Given only to certain job titles, determined by labor agreement.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3I – SUPPLEMENTAL PAY – ASBETOS PAY

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	NA	NA	NA
Clark County, WA	NA	NA	NA
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	NA	NA	NA
Snohomish County, WA	NA	NA	NA
Spokane County, WA	NA	NA	NA
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	NA	NA	NA
Pierce County, WA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3m – SUPPLEMENTAL PAY – LEAD PAY

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	Varies by union	Varies by union	Varies by union
Clark County, WA	NA	NA	NA
King County, WA	5.0% additional per hour	Annual	NR
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	Varies by union	Varies by union	Varies by union
Snohomish County, WA	NA	NA	NA
Spokane County, WA	NA	NA	NA
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	NA	NA	NA
Pierce County, WA	5.0% above base pay	Annual	Lead pay is paid on hours worked only, while an employee is performing lead worker duties.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3n – SUPPLEMENTAL PAY – FIELD TRAINING OFFICER PAY

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	Varies by union	Varies by union	Varies by union
Clark County, WA	NA	NA	NA
King County, WA	Varies per base assignment	Varies per base assignment	Varies per base assignment
Kitsap County, WA	3.5% of base pay	Annual	For employees in the classification of deputy sheriff and sergeant
Multnomah County, OR	Varies by union	Varies by union	Varies by union
Snohomish County, WA	3.0% of base pay	Annual	NR
Spokane County, WA	Varies by union and job	Varies by union and job	Varies by union and job
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	Varies by union	Varies by union	Varies by union
Pierce County, WA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3o – SUPPLEMENTAL PAY – OUT OF CLASSIFICATION PAY

Survey Participant	Amount	Additional Policy Information
City of Seattle, WA	NA	NA
City of Tacoma, WA	Varies by union	Varies by union
Clark County, WA	5.0%	Employees receive 5% additional per hour while performing out of class work
King County, WA	5.0%	Employees receive 5% additional per hour while performing out of class work
Kitsap County, WA	Varies	A step on the higher classification pay scale that is equal to at least 5.0% of existing pay rate while performing out of class work
Multnomah County, OR	Varies	As needed for both represented and non-represented
Snohomish County, WA	Higher Classification Rate	An employee who is temporarily assigned work in a higher classification and, in fact, performs substantially the full scope of the work of the higher classification for a period of one working day or more, including consecutive hours the following day, will be paid at the rate of pay assigned to the higher classification according to the provisions of these rules governing pay rate upon promotion for all hours actually worked in the higher classification.
Spokane County, WA	Varies by job	Varies by job
State of Washington	NA	NA
Thurston County, WA	5.0%	Typically 5.0% while performing out of class work, requires County Manager approval.
Washington County, OR	Varies by job	Varies by job
Pierce County, WA	Placed in the step of the higher paid classification which gives employee a 5% increase.	Out of Class pay is paid on hours worked only, while an employee is performing out of class work.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3p – SUPPLEMENTAL PAY – BILINGUAL PAY

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	Varies by union	Varies by union	Varies by union
Clark County, WA	\$1,300 (\$50 per pay period)	Annual	NR
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	Varies by union	Varies by union	Varies by union
Snohomish County, WA	NA	NA	NA
Spokane County, WA	NA	NA	NA
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	\$1,430 (\$55 per pay period)	Annual	NR
Pierce County, WA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
SUPPLEMENTAL PAY

3q – SUPPLEMENTAL PAY – SPECIAL SKILLS OR WORK ASSIGNMENTS

Survey Participant	Amount	Frequency (Annual or One Time)	Additional Policy Information
City of Seattle, WA	NA	NA	NA
City of Tacoma, WA	NA	NA	NA
Clark County, WA	NA	NA	NA
King County, WA	NA	NA	NA
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	Varies by union	Varies by union	Varies by union
Snohomish County, WA	Varies by union	Varies by union	Varies by union
Spokane County, WA	Varies by union and job	Varies by union and job	Varies by union and job
State of Washington	NA	NA	NA
Thurston County, WA	NA	NA	NA
Washington County, OR	Varies by union	Varies by union	Varies by union
Pierce County, WA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4a – MAXIMUM VACATION CARRY-OVER

Survey Participant	Vacation Carry Over Allowed?	Maximum Carry-Over Vacation Days Per Year
City of Seattle, WA	Yes	Varies based on years of service
City of Tacoma, WA	Yes	120 days
Clark County, WA	Yes	2x annual accrual rate
King County, WA	Yes	280 days
Kitsap County, WA	Yes	360 days
Multnomah County, OR	Yes	Varies based on years of service
Snohomish County, WA	Yes	30 days
Spokane County, WA	Yes	40 days
State of Washington	Yes	Unlimited
Thurston County, WA	Yes	50 days
Washington County, OR	Yes	45 days
Pierce County, WA	Yes	45 days

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4b – VACATION DAYS CASH-OUT

Survey Participant	Cash-Out Vacation Allowed?	Days At Years End	Days At Termination	Days At Retirement
City of Seattle, WA	Yes	0 days	Unlimited	Unlimited
City of Tacoma, WA	Yes	10 days	Unlimited	Unlimited
Clark County, WA	Yes	0 days	Up to cap in policy	Up to cap in policy
King County, WA	Yes	0 days	Unlimited	Unlimited
Kitsap County, WA	Yes	0 days	240 days	240 days
Multnomah County, OR	Yes	0 days	Unlimited	Unlimited
Snohomish County, WA	Yes	0 days	30 days	30 days
Spokane County, WA	Yes	All hours over minimum balance of 20	Unlimited	Unlimited
State of Washington	No	NA	NA	NA
Thurston County, WA	Yes	0 days	35 days	35 days
Washington County, OR	No	NA	NA	NA
Pierce County, WA	Yes	0 days	60 days	60 days

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4c – ANNUAL SICK LEAVE ACCRUAL

Survey Participant	Annual Sick Leave Accrual
City of Seattle, WA	12 days
City of Tacoma, WA	12 days
Clark County, WA	12 days
King County, WA	12 days
Kitsap County, WA	12 days
Multnomah County, OR	12 days
Snohomish County, WA	12 days
Spokane County, WA	12 days
State of Washington	12 days
Thurston County, WA	12 days
Washington County, OR	12 days
Pierce County, WA	12 days

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4d – MAXIMUM SICK DAYS ALLOWED TO BE CARRIED OVER PER YEAR

Survey Participant	Sick Leave Carry Over Allowed?	Maximum Carry-Over Sick Days Per Year
City of Seattle, WA	Yes	Unlimited
City of Tacoma, WA	Yes	Unlimited
Clark County, WA	Yes	Unlimited
King County, WA	Yes	Unlimited
Kitsap County, WA	Yes	150 days
Multnomah County, OR	Yes	Unlimited
Snohomish County, WA	Yes	Unlimited
Spokane County, WA	No	NA
State of Washington	Yes	Unlimited
Thurston County, WA	Yes	140 days
Washington County, OR	Yes	Unlimited
Pierce County, WA	Yes	Unlimited

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4e – SICK LEAVE DAYS CASH-OUT

Survey Participant	Sick Leave Cash-Out Allowed?	Days At Years End	Days At Termination	Days At Retirement
City of Seattle, WA	Yes	NA	Unlimited	Unlimited
City of Tacoma, WA	Yes	NA	10% of unused days	25% of unused days
Clark County, WA	No	NA	NA	NA
King County, WA	Yes	NA	NA	35% of unused days
Kitsap County, WA	No	NA	NA	NA
Multnomah County, OR	No	NA	NA	NA
Snohomish County, WA	Yes	NA	24 days	24 days
Spokane County, WA	No	NA	NA	NA
State of Washington	Yes	See Footer ¹	NA	NA
Thurston County, WA	Yes	NA	NA	45 days
Washington County, OR	No	NA	NA	NA
Pierce County, WA	Yes	NA	10% of unused days, not to exceed 200 hours	25% for the first 75 days; 50% for the next 75 days (76 through 150) and 75% for the next 50 days (day 151 through 200). Not to exceed 200 days.

¹ State of Washington - Each January, employees are eligible to receive cash on a one (1) hour for four (4) hours basis for ninety-six (96) hours or less of their accrued sick leave, if: A. Their sick leave balance at the end of the previous calendar year exceeds four hundred and eighty (480) hours; B. The converted sick leave hours do not reduce their previous calendar year sick leave balance below four hundred and eighty (480) hours; and C. They notify their payroll office by January 31st that they would like to convert their sick leave hours earned during the previous calendar year, minus any sick leave hours used during the previous year, to cash. All converted hours will be deducted from the employee's sick leave balance.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4f – PAID LEAVE (SICK LEAVE, HOLIDAYS, AND PERSONAL LEAVE DAYS / FLOATING HOLIDAYS GRANTED PER YEAR)

Survey Participant	Sick Days Granted Per Year	Holidays Granted Per Year	Personal Leave Days / Floating Holiday Granted Per Year
City of Seattle, WA	12 days	10 days	2 days
City of Tacoma, WA	12 days	10 days	2 days
Clark County, WA	12 days	10 days	1 days
King County, WA	12 days	10 days	2 days
Kitsap County, WA	12 days	10 days	2 days
Multnomah County, OR	12 days	10 days	1 days
Snohomish County, WA	12 days	10 days	2 days
Spokane County, WA	12 days	10 days	0 days ²
State of Washington	12 days	10 days	1 days
Thurston County, WA	12 days	10 days	1 days
Washington County, OR	12 days	9 days	1 days
Participant Average	12 days	10 days	2 days
Pierce County, WA	12 days	10 days	2 days

² Spokane County, WA – Some collective bargaining agreements allow personal leave / floating holidays.

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

4g - TOTAL PAID TIME OFF ACCRUED - AFTER COMPLETING 1 - 25 YEARS OF SERVICE: TRADITIONAL - INCLUDES VACATION, HOLIDAYS, SICK LEAVE AND PERSONAL DAYS

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
PAID TIME OFF BENEFITS

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5a(1) – COST SHARING FOR PPO MEDICAL, VISION, AND DENTAL PLANS COMBINED – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	\$1,298	\$1,248	\$1,298	\$1,248	\$48	\$99	\$48	\$99
City of Tacoma, WA	\$1,339	\$1,532	\$1,532	\$1,532	\$40	\$80	\$80	\$80
Clark County, WA	\$768	\$1,519	\$2,144	\$2,144	\$58	\$116	\$173	\$173
King County, WA	\$921	\$1,842	\$1,658	\$2,579	\$0	\$0	\$0	\$0
Kitsap County, WA	\$676	\$1,257	\$1,121	\$1,679	\$85	\$266	\$260	\$424
Multnomah County, OR	\$760	\$1,521	NA	\$2,166	\$60	\$121	NA	\$172
Snohomish County, WA	\$1,502	\$1,502	\$1,502	\$1,502	\$43	\$98	\$74	\$129
Spokane County, WA	\$767	\$1,324	\$1,215	\$1,812	\$40	\$147	\$135	\$201
State of Washington	\$597	\$1,184	\$1,056	\$1,643	\$102	\$214	\$179	\$291
Thurston County, WA	\$746	\$1,318	\$1,255	\$1,792	\$51	\$202	\$179	\$324
Washington County, OR	\$624	\$1,244	\$1,162	\$1,902	\$69	\$138	\$129	\$211
Participant Average	\$909	\$1,408	\$1,394	\$1,818	\$54.18	\$135	\$126	\$191
Pierce County, WA	\$1,630	\$1,571	\$1,551	\$1,551	\$103	\$126	\$146	\$146

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5a(2) – COST SHARING FOR PPO MEDICAL, VISION, AND DENTAL PLANS COMBINED – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	96%	93%	96%	93%	4%	7%	4%	7%
City of Tacoma, WA	97%	95%	95%	95%	3%	5%	5%	5%
Clark County, WA	93%	93%	93%	93%	7%	7%	7%	7%
King County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Kitsap County, WA	89%	83%	81%	80%	11%	17%	19%	20%
Multnomah County, OR	93%	93%	NA	93%	7%	7%	NA	7%
Snohomish County, WA	97%	94%	95%	92%	3%	6%	5%	8%
Spokane County, WA	95%	90%	90%	90%	5%	10%	10%	10%
State of Washington	85%	85%	86%	85%	15%	15%	14%	15%
Thurston County, WA	94%	87%	88%	85%	6%	13%	12%	15%
Washington County, OR	90%	90%	90%	90%	10%	10%	10%	10%
Participant Average	94%	91%	92%	90%	6%	9%	8%	10%
Pierce County, WA	94%	93%	91%	91%	6%	7%	9%	9%

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5b(1) - PPO MEDICAL PLAN COST SHARING – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	\$1,178	\$1,128	\$1,178	\$1,128	\$48	\$99	\$48	\$99
City of Tacoma, WA	\$1,206	\$1,400	\$1,400	\$1,400	\$40	\$80	\$80	\$80
Clark County, WA	\$723	\$1,434	\$2,012	\$2,012	\$50	\$101	\$151	\$151
King County, WA	\$845	\$1,690	\$1,521	\$2,367	\$0	\$0	\$0	\$0
Kitsap County, WA	\$602	\$1,159	\$989	\$1,547	\$85	\$250	\$202	\$366
Multnomah County, OR	\$711	\$1,422	NA	\$2,026	\$58	\$115	NA	\$164
Snohomish County, WA	\$1,389	\$1,389	\$1,389	\$1,389	\$43	\$98	\$74	\$129
Spokane County, WA	\$653	\$1,216	\$1,107	\$1,705	\$34	\$135	\$123	\$189
State of Washington	\$551	\$1,092	\$964	\$1,505	\$102	\$214	\$179	\$291
Thurston County, WA	\$682	\$1,211	\$1,079	\$1,607	\$51	\$195	\$159	\$303
Washington County, OR	\$579	\$1,158	\$1,042	\$1,737	\$64	\$129	\$116	\$193
Participant Average	\$829	\$1,300	\$1,268	\$1,675	\$52	\$129	\$113	\$179
Pierce County, WA	\$1,496	\$1,437	\$1,417	\$1,417	\$103	\$126	\$146	\$146
Pierce County, WA - Teamsters	\$1,368	\$1,368	\$1,368	\$1,368	\$82	\$82	\$82	\$82

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5b(2) – PPO MEDICAL PLAN COST SHARING – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	96%	92%	96%	92%	4%	8%	4%	8%
City of Tacoma, WA	97%	95%	95%	95%	3%	5%	5%	5%
Clark County, WA	94%	93%	93%	93%	6%	7%	7%	7%
King County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Kitsap County, WA	88%	82%	83%	81%	12%	18%	17%	19%
Multnomah County, OR	92%	93%	NA	92%	8%	7%	NA	8%
Snohomish County, WA	97%	93%	95%	92%	3%	7%	5%	8%
Spokane County, WA	95%	90%	90%	90%	5%	10%	10%	10%
State of Washington	84%	84%	84%	84%	16%	16%	16%	16%
Thurston County, WA	93%	86%	87%	84%	7%	14%	13%	16%
Washington County, OR	90%	90%	90%	90%	10%	10%	10%	10%
Participant Average	94%	91%	92%	90%	6%	9%	8%	10%
Pierce County, WA	94%	92%	91%	91%	6%	8%	9%	9%
Pierce County, WA - Teamsters	94%	94%	94%	94%	6%	6%	6%	6%

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5c(1) – HMO MEDICAL PLAN COST SHARING – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	\$1,026	\$974	\$1,026	\$974	\$48	\$100	\$48	\$100
City of Tacoma, WA	\$1,206	\$1,166	\$1,166	\$1,166	\$40	\$80	\$80	\$80
Clark County, WA	\$568	\$1,135	\$1,702	\$1,702	\$50	\$101	\$151	\$151
King County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Kitsap County, WA	\$543	\$1,037	\$886	\$1,381	\$39	\$156	\$121	\$236
Multnomah County, OR	\$665	\$1,329	NA	\$1,894	\$35	\$70	NA	\$100
Snohomish County, WA	\$1,389	\$1,389	\$1,389	\$1,389	\$0	\$0	\$0	\$0
Spokane County, WA	\$617	\$1,143	\$1,046	\$1,595	\$32	\$127	\$116	\$177
State of Washington	\$551	\$1,092	\$964	\$1,505	\$162	\$334	\$284	\$456
Thurston County, WA	\$682	\$1,211	\$1,079	\$1,607	\$111	\$316	\$265	\$469
Washington County, OR	\$534	\$1,069	\$962	\$1,603	\$59	\$119	\$107	\$178
Participant Average	\$778	\$1,154	\$1,135	\$1,482	\$58	\$140	\$130	\$195
Pierce County, WA	\$1,306	\$1,271	\$1,246	\$1,246	\$148	\$183	\$208	\$208

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5c(2) – HMO MEDICAL PLAN COST SHARING – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	95%	91%	95%	91%	5%	9%	5%	9%
City of Tacoma, WA	97%	94%	94%	94%	3%	6%	6%	6%
Clark County, WA	92%	92%	92%	92%	8%	8%	8%	8%
King County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Kitsap County, WA	93%	87%	88%	85%	7%	13%	12%	15%
Multnomah County, OR	95%	95%	NA	95%	5%	5%	NA	5%
Snohomish County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Spokane County, WA	95%	90%	90%	90%	5%	10%	10%	10%
State of Washington	77%	77%	77%	77%	23%	23%	23%	23%
Thurston County, WA	86%	79%	80%	77%	14%	21%	20%	23%
Washington County, OR	90%	90%	90%	90%	10%	10%	10%	10%
Participant Average	93%	89%	90%	88%	7%	11%	10%	12%
Pierce County, WA	90%	87%	86%	86%	10%	13%	14%	14%

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5d(1) – HDHP MEDICAL PLAN COST SHARING – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	NA	NA	NA	NA	NA	NA	NA	NA
City of Tacoma, WA	\$1,199	\$1,159	\$1,159	\$1,159	\$40	\$80	\$80	\$80
Clark County, WA	\$680	\$1,348	\$1,899	\$1,899	\$6	\$13	\$18	\$18
King County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Kitsap County, WA	\$431	\$838	\$710	\$1,117	\$0	\$47	\$34	\$80
Multnomah County, OR	NA	NA	NA	NA	NA	NA	NA	NA
Snohomish County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Spokane County, WA	NA	NA	NA	NA	NA	NA	NA	NA
State of Washington	\$700	\$1,400	\$1,400	\$1,400	\$25	\$60	\$44	\$79
Thurston County, WA	\$664	\$1,173	\$1,058	\$1,517	\$0	\$90	\$69	\$150
Washington County, OR	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	\$735	\$1,183	\$1,245	\$1,418	\$14	\$58	\$49	\$82
Pierce County, WA	NA	NA	NA	NA	NA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5d(2) – HDHP MEDICAL PLAN COST SHARING – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	NA	NA	NA	NA	NA	NA	NA	NA
City of Tacoma, WA	97%	94%	94%	94%	3%	6%	6%	6%
Clark County, WA	99%	99%	99%	99%	1%	1%	1%	1%
King County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Kitsap County, WA	100%	95%	95%	93%	0%	5%	5%	7%
Multnomah County, OR	NA	NA	NA	NA	NA	NA	NA	NA
Snohomish County, WA	NA	NA	NA	NA	NA	NA	NA	NA
Spokane County, WA	NA	NA	NA	NA	NA	NA	NA	NA
State of Washington	97%	96%	97%	95%	3%	4%	3%	5%
Thurston County, WA	100%	93%	94%	91%	0%	7%	6%	9%
Washington County, OR	NA	NA	NA	NA	NA	NA	NA	NA
Participant Average	98%	95%	96%	95%	2%	5%	4%	5%
Pierce County, WA	NA	NA	NA	NA	NA	NA	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5e(1) – DENTAL MEDICAL PLAN COST SHARING – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	\$111	\$111	\$111	\$111	\$0	\$0	\$0	\$0
City of Tacoma, WA	\$119	\$119	\$119	\$119	\$0	\$0	\$0	\$0
Clark County, WA	\$45	\$85	\$132	\$132	\$8	\$15	\$22	\$22
King County, WA	\$64	\$127	\$115	\$178	\$0	\$0	\$0	\$0
Kitsap County, WA	\$53	\$78	\$111	\$111	\$0	\$16	\$58	\$58
Multnomah County, OR	\$49	\$99	NA	\$140	\$3	\$5	NA	\$7
Snohomish County, WA	\$101	\$101	\$101	\$101	\$0	\$0	\$0	\$0
Spokane County, WA	\$114	\$108	\$108	\$108	\$6	\$12	\$12	\$12
State of Washington	\$46	\$92	\$92	\$137	\$0	\$0	\$0	\$0
Thurston County, WA	\$56	\$93	\$160	\$160	\$0	\$6	\$18	\$18
Washington County, OR	\$37	\$71	\$104	\$139	\$4	\$8	\$12	\$15
Participant Average	\$72	\$98	\$115	\$131	\$2	\$6	\$12	\$12
Pierce County, WA	\$134	\$134	\$134	\$134	\$0	\$0	\$0	\$0

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5e(2) – DENTAL MEDICAL PLAN COST SHARING – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	100%	100%	100%	100%	0%	0%	0%	0%
City of Tacoma, WA	100%	100%	100%	100%	0%	0%	0%	0%
Clark County, WA	86%	85%	85%	85%	14%	15%	15%	15%
King County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Kitsap County, WA	100%	83%	66%	66%	0%	17%	34%	34%
Multnomah County, OR	95%	95%	NA	95%	5%	5%	NA	5%
Snohomish County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Spokane County, WA	95%	90%	90%	90%	5%	10%	10%	10%
State of Washington	100%	100%	100%	100%	0%	0%	0%	0%
Thurston County, WA	100%	93%	90%	90%	0%	7%	10%	10%
Washington County, OR	90%	90%	90%	90%	10%	10%	10%	10%
Participant Average	98%	95%	90%	91%	2%	5%	10%	9%
Pierce County, WA	100%	100%	100%	100%	0%	0%	0%	0%

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5f(1) – VISION MEDICAL PLAN COST SHARING – MONTHLY PREMIUMS

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	\$9	\$9	\$9	\$9	\$0	\$0	\$0	\$0
City of Tacoma, WA	\$13	\$13	\$13	\$13	\$0	\$0	\$0	\$0
Clark County, WA	<i>Included in Medical Premium (PPO & HDHP)</i>				<i>Included in Medical Premium (PPO & HDHP)</i>			
King County, WA	\$12	\$24	\$22	\$34	\$0	\$0	\$0	\$0
Kitsap County, WA	\$20	\$20	\$20	\$20	\$0	\$0	\$0	\$0
Multnomah County, OR	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
Snohomish County, WA	\$12	\$12	\$12	\$12	\$0	\$0	\$0	\$0
Spokane County, WA	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
State of Washington	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
Thurston County, WA	\$8	\$15	\$16	\$25	\$0	\$1	\$1	\$3
Washington County, OR	\$7	\$15	\$16	\$25	\$1	\$2	\$2	\$3
Participant Average	\$12	\$16	\$16	\$20	\$0	\$0	\$0	\$1
Pierce County, WA	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5f(2) – VISION MEDICAL PLAN COST SHARING – PERCENTAGE

Survey Participant	Employer Cost				Employee Cost			
	EE	EE + Spouse	EE +Children	EE + Family	EE	EE + Spouse	EE +Children	EE + Family
City of Seattle, WA	100%	100%	100%	100%	0%	0%	0%	0%
City of Tacoma, WA	100%	100%	100%	100%	0%	0%	0%	0%
Clark County, WA	<i>Included in Medical Premium (PPO & HDHP)</i>				<i>Included in Medical Premium (PPO & HDHP)</i>			
King County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Kitsap County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Multnomah County, OR	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
Snohomish County, WA	100%	100%	100%	100%	0%	0%	0%	0%
Spokane County, WA	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
State of Washington	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			
Thurston County, WA	100%	93%	92%	89%	0%	7%	8%	11%
Washington County, OR	90%	90%	90%	90%	10%	10%	10%	10%
Participant Average	99%	97%	97%	96%	1%	3%	3%	4%
Pierce County, WA	<i>Included in Medical Premium</i>				<i>Included in Medical Premium</i>			

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5g – HEALTH SAVINGS ACCOUNT (HSA) EMPLOYER CONTRIBUTION – ANNUAL DOLLAR AMOUNT

Survey Participant	Contribution to HSA if HDHP Offered (Yes or No)	Annual Employer Cost	
		EE Only	EE + 1 or Family
City of Seattle, WA	HDHP not Offered	NA	NA
City of Tacoma, WA	Yes	\$500 without Wellness Program Participation \$1,250 with Wellness Program Participation	\$1,000 without Wellness Program Participation \$2,500 with Wellness Program Participation
Clark County, WA	Yes	\$542	\$1,083
King County, WA	HDHP not Offered	NA	NA
Kitsap County, WA	Yes	\$1,200	\$2,400
Multnomah County, OR	HDHP not Offered	NA	NA
Snohomish County, WA	HDHP not Offered	NA	NA
Spokane County, WA	HDHP not Offered	NA	NA
State of Washington	Yes	\$700	\$1,400
Thurston County, WA	Yes	\$700	\$1,400
Washington County, OR	HDHP not Offered	NA	NA
Market Average			
Pierce County, WA	HDHP not Offered	NA	NA

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5h – DIFFERENT MEDICAL PLAN COST SHARING FOR EMPLOYEES PARTICIPATING IN WELLNESS PROGRAM

Survey Participant	Different Medical Plan Cost Sharing for Employees Who Participate in Wellness Program
City of Seattle, WA	No
City of Tacoma, WA	Yes – If employees participate and meet Wellness Plan Incentive Goal they receives \$20 per month credit towards their premium. Employer HAS contribution rates also differ based on Wellness Program participation.
Clark County, WA	No
King County, WA	No
Kitsap County, WA	No
Multnomah County, OR	NR
Snohomish County, WA	No
Spokane County, WA	No
State of Washington	Yes - Employees can earn a \$125 wellness incentive in 2018 which is applied to their deductible by 01/31/2019. For employees enrolled in a CDHP plan who earn the wellness incentive in 2018, a one-time deposit of \$125 is put into their HSA account by 01/31/2019.
Thurston County, WA	No
Washington County, OR	Yes - Employees who participate in Wellness pay 5% of premiums while all others pay 10% of premiums.
Pierce County, WA	Yes

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5i - PRESCRIPTION DRUG COVERAGE INCLUDED IN MEDICAL PLANS

Survey Participant	Is Prescription Drug Coverage Included in Medical Plans
City of Seattle, WA	Yes
City of Tacoma, WA	Yes
Clark County, WA	Yes
King County, WA	Yes
Kitsap County, WA	Yes
Multnomah County, OR	Yes
Snohomish County, WA	Yes
Spokane County, WA	Yes
State of Washington	Yes
Thurston County, WA	Yes
Washington County, OR	Yes
Pierce County, WA	Yes

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5j – WHEN ELECTED COVERED BEGIN

Survey Participant	Upon hire, when does elected coverage begin under Medical, Dental, Vison, and other plans elected?
City of Seattle, WA	NR
City of Tacoma, WA	Benefit eligibility begins on the first of the month following hire for permanent employees. If a permanent employee is hired on the first working day of the month, then their benefits begin that day. Temporary employees are eligible for benefits on the first of the month following 60 days of continuous employment.
Clark County, WA	First of the month following date of hire
King County, WA	First of the month following date of hire
Kitsap County, WA	First of the month following date of hire.
Multnomah County, OR	NR
Snohomish County, WA	For new employees/newly eligible employees, the date your coverage start date is determined by your date of hire. If you were hired between the 1st and the 15th of the month, your benefits begin on the first day of the month following your date of hire. If you were hired between the 16th and the 31st of the month, your benefits begin on the first day of the second month following your date of hire.
Spokane County, WA	First of the month following date of hire
State of Washington	First of the month following date after meeting eligibility requirements (work or are anticipated to work an average of at least 80 hours per month and at least eight hours in each month for more than six consecutive months)
Thurston County, WA	First of the month following date of hire
Washington County, OR	First of the month after 30 days of employment
Pierce County, WA	First of the month after 30 days of employment

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5k – BASIC LIFE INSURANCE - MONTHLY

Survey Participant	Monthly Cost For Coverage		Maximum Benefit
	ER	EE	
City of Seattle, WA	\$0.04 per thousand of coverage	\$0.054 per thousand of coverage	\$0.09 per thousand of coverage
City of Tacoma, WA	\$0.195 per thousand of coverage	\$0.00	1x annual salary (to the next highest multiple of \$1,000), up to \$400,000
Clark County, WA	NR	\$0.00	1x annual salary up to \$50,000
King County, WA	\$0.144 per thousand of coverage	\$0.00	\$200,000
Kitsap County, WA	\$4.00	\$0.00	\$24,000
Multnomah County, OR	NR	\$0.00	1x annual salary, up to \$250,000
Snohomish County, WA	\$5.40	\$0.00	\$60,000
Spokane County, WA	\$6.75	\$0.00	\$25,000
State of Washington	\$3.96	\$0.00	\$35,000 for death from any cause; \$5,000 AD&D
Thurston County, WA	\$5.80	\$0.00	\$36,000
Washington County, OR	Varies by employee group	\$0.00	Varies by employee group
Pierce County, WA	\$2.20	\$0.00	\$25,000

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5I – SUPPLEMENTAL LIFE INSURANCE - MONTHLY

Survey Participant	Monthly Cost For Coverage		Maximum Benefit
	ER	EE	
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	\$0.00	Varies by age	\$100,000
Clark County, WA	\$0.00	Varies	Purchase increments of \$10,000 up to a maximum of \$500,000
King County, WA	\$0.00	Varies by age and salary	\$400,000
Kitsap County, WA	NA	NA	NA
Multnomah County, OR	NR	NR	\$500,000
Snohomish County, WA	\$0.00	Varies	\$300,000
Spokane County, WA	NA	NA	NA
State of Washington	\$0.00	Varies by age	Varies; purchased in \$10,000 increments
Thurston County, WA	\$0.00	Varies by age	Lesser of \$500,000 or 6x annual earnings
Washington County, OR	Varies	Varies	Varies
Pierce County, WA	\$0.00	Varies by age	\$300,000

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5m – SHORT-TERM DISABILITY INSURANCE - MONTHLY

Survey Participant	Monthly Cost For Coverage		Maximum Benefit	Does plan premium vary based on wages?
	ER	EE		
City of Seattle, WA	NA	NA	NA	NA
City of Tacoma, WA	\$0.00	\$7.24	\$2,756 for illness \$5,512 for injury if under the age of 60	No
Clark County, WA	NR	NR	NR	NR
King County, WA	\$0.00	\$0.479 per \$10 of benefit	\$7,200 monthly maximum	Yes
Kitsap County, WA	NA	NA	NA	NA
Multnomah County, OR	NR	\$0.00	\$700 per week maximum	NR
Snohomish County, WA	\$0.00	Varies	Varies	NR
Spokane County, WA	\$0.0026 per \$1,000	\$0.00	NR	Yes
State of Washington	NA	NA	NA	NA
Thurston County, WA	\$0.00	Varies	\$1,000 per week maximum	Yes
Washington County, OR	Varies	Varies	Varies	Varies
Pierce County, WA	\$0.00	\$12.38	\$400 per week maximum	No

APPENDIX C
Pierce County – Detailed 2018 Total Compensation Survey Responses
HEALTH BENEFITS

5n – LONG-TERM DISABILITY INSURANCE - MONTHLY

Survey Participant	Monthly Cost For Coverage		Maximum Benefit
	ER	EE	
City of Seattle, WA	NR	NR	NR
City of Tacoma, WA	\$0.00	90-day option = 0.318%, 1180-day option = 0.215%	60% of first \$6,833 in monthly pre-disability earnings in excess of \$1500, reduced by deductible income
Clark County, WA	NR	\$0.00	60% of covered salary up to a maximum monthly benefit of \$9,000 following a 60 calendar day waiting period or total length of accrued PTO and/or sick leave, whichever is longer.
King County, WA	0.539% of covered payroll	\$0.00	\$7,200 per month
Kitsap County, WA	NR	\$0.00	40% of pay per month
Multnomah County, OR	NR	\$0.00	\$4,000 weekly benefit
Snohomish County, WA	% of employee salary	\$0.00	\$7,500 per month
Spokane County, WA	\$0.0036 per \$1,000	\$0.00	60% of income up to a maximum of \$5,000 per month
State of Washington	\$2.10	\$0.00	\$240 per month
Thurston County, WA	\$0.0057 per \$1,000	\$0.00	60% of income up to a maximum of \$6,000 per month
Washington County, OR	Varies	Varies	Varies
Pierce County, WA	\$0.00	Varies based on age and wages	Up to a maximum of \$6,000 per month