

	Population	Salary as of 3/2015	Deferred Comp	Auto/IT Stipend	Other	6% PERS Pickup	TOTAL	NOTES
Albany	51,270	\$134,436	\$18,149			\$8,066	\$160,651	13.5% to deferred comp, 6% PERS; CM chooses NOT to take \$300 @ month car allowance.
Bend	78,280	\$171,314		\$4,560		\$10,279	\$186,153	The City covers the deductible, \$2000/individual \$4000/family. If deductible not met, unused amount deposited in VEBA. \$300 per/month car allowance \$80 per/month cell phone: severance inc to 9 mths with 9 mths COBRA
Corvallis	55,055	\$140,004	\$5,000			\$9,404	\$154,408	
Eugene	159,190	\$188,947	\$22,000	\$6,480	\$7,267	\$11,726	\$236,420	\$500 /month car allowance \$40 /month cell phone; Other= ability to cash out 2 wks vacation. OPSRP - No 6% on deferred comp or VPO
Grants Pass	35,060	\$133,780				\$8,027	\$141,807	VEBA - if chosen, \$234/mo (2808 Annually)
Gresham	106,455	\$149,604		\$6,000	\$1,496	\$8,976	\$166,076	Waived VEBA - gets 1% of annual salary (\$124.67/month) as an additional allowance added to his \$500/month car allowance paid thru A/P
Hillsboro	97,368	\$177,538	\$11,760	\$4,500		\$11,628	\$205,426	\$375 /month car allowance. VEBA is 2% of base salary. Deferred Comp contribution instead of PERS. Medical is Kaiser composite rates. 10 paid days of Administrative leave + 2 personal days to be used as manager deems appropriate during the calendar year. No ER pd PERS.
Oregon City	33,760	\$172,104	\$6,024	\$1,250	\$6,354.61	\$11,144	\$196,877	Salary linked to other department director COLAs & has merit pay component. Merit pay for 2015 was \$8605. Def comp = 3.5% w/ EE match. Full cost of smart phone & monthly svc. HRA VEBA =1%; cash out of up to 7 days vacation.
Lake Oswego	36,770	\$152,250	\$7,613	\$4,800		\$9,880	\$174,543	\$400 car allowance, 5% match deferred comp
Lane County		\$167,482	\$16,748	\$7,560	\$6,442	\$11,894	\$210,126	\$6,720 car allowance,\$840 data plan stipend; sell back of 80 hrs vacation;
Medford	75,920	\$145,008	\$2,755	\$6,780	\$5,075	\$9,273	\$168,891	Sick leave above 960 hrs contributed at 50% to HRA-VEBA acct. Severance provides one month of salary for each year of service, up to 6 months
Tigard	50,000	\$163,901	\$8,195		\$1,960	\$18,029	\$192,085	No PERS: City contributes 11% of salary/year to 401A Retirement -- not shown, EE contributes \$0, \$1000 allowance provided for purchase of addit life ins or long term care or both, 5% City Paid Deferred Comp, \$50/Mo into City Paid VEBA, cell 30/mo
Springfield**	60,117	\$150,342	\$6,014	\$6,100	\$5,782	\$10,094	\$178,333	Includes \$1300 tech stipend, \$4800 mileage and \$5783 for 80 hrs floating holiday that can be sold or used as vacation time each year. Does not accrue.
Average		\$158,031	\$10,916	\$5,241	\$4,766	\$10,737	\$182,788	
Median		\$158,076	\$8,195		\$5,715	\$10,319	\$180,348	

Updated 4/6/15 David Shaw, HR Director

Updated 4/8/15 Linda Strand-Smith HR Program Specialist

Updated 4/6/15 Susanne Benson, HR Analyst

updated 4/21/15 Mark Villegas & Keri Beraldo

Updated 4/9/15 Diana Mejia

Updated 4/13/15 Karen Pearson

Updated 4/21/15 Katie Jensen

Updated 4/9/15 Jim Loeffler

Updated 4/8/15 Patrick Foiles HR Analyst

Updated 4/8/15 Cindy Tofflemoyer, HR Program Supervisor

Updated 4/17/15 Elizabeth Simas

Updated 4/27/2015 Dana Bennett