



Guide to the Oregon Salary and Benefit Report

PREPARED BY

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Chief Human Resources Office

Classification & Compensation

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Guide to the Salary and Benefit Report

Major Sections of the Report

The State of Oregon Salary and Benefit Report provides a snapshot of the Executive Branch's current comparison to the labor market. The information is separated into the following major sections.

- A. Market Data
- B. Oregon Employee Data
- C. Market Comparisons

Sample Report Page

2022 Oregon Salary and Benefit Report

Data Effective Date: 8/1/2022

0015 HEALTH INFORMATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-OR-ClackCo	538		Health Records Specialist 2	1	\$4,363	\$5,492	\$5,492	1.11	\$6,881	\$8,280	\$8,280	
2022-OR-DesCo	1040		MEDICAL RECORDS TECHNICIAN	0	\$3,676		\$4,926		\$6,095		\$7,646	
2022-OR-MultCo	6321		Health Information Technician	7	\$4,085	\$4,601	\$5,001	1.01	\$6,737	\$7,374	\$7,868	
County Market Average				8	\$4,031	\$4,712	\$5,035		\$6,623	\$7,487	\$7,865	
2022-CompAnalyst	HC07000172		Medical Records Coding Technician	1	\$3,766	\$4,971	\$5,749	1.05	\$5,629	\$7,017	\$7,913	
2022-MIL-NWHCS	11.03		Registered Health Information Tech / Code63	197	\$3,965	\$5,253	\$6,045	1.05	\$5,858	\$7,342	\$8,254	
Purchased Market Average				63	\$3,964	\$5,252	\$6,043		\$5,857	\$7,341	\$8,252	
2022-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECI	0	\$3,974		\$4,474		\$6,027		\$6,623	
2022-ST-ID	02342		HEALTH INFORMATION SPEC	18	\$2,617	\$3,507	\$5,617	0.85	\$4,173	\$5,237	\$7,761	
2022-ST-NV	10.234		HEALTH INFO COORDINATOR 1	18	\$3,387	\$4,466	\$4,951	1.07	\$4,963	\$6,243	\$6,819	
State Market Average				36	\$3,391	\$3,986	\$4,960		\$5,152	\$5,740	\$7,023	
OVERALL WEIGHTED MARKET AVERAGE				63	242	\$3,841	\$5,046	\$5,769		\$5,731	\$7,108	\$7,969

OREGON COMPARISON TO MARKET		0015-Health Information Specialist		Worker Data as of:		8/1/2022		MARKET COMPARISONS									
Repr	Repr Description	Pay Rng Opt Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Salary			Salary and Benefits		
					SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A P	18	9	\$4,002	\$5,570	\$5,764	1.14	\$6,237	\$8,080	\$8,308	104.2%	110.4%	99.9%	108.8%	113.7%	104.2%
CP	AOCE AT DOC NONSECURITY	A P	18	1	\$3,894	\$5,588	\$5,588	1.18	\$6,110	\$8,101	\$8,101	101.4%	110.7%	96.9%	106.6%	114.0%	101.7%
Corrections Wtd Average				10	\$3,991	\$5,572	\$5,746		\$6,224	\$8,082	\$8,287	103.9%	110.4%	99.6%	108.6%	113.7%	104.0%
OAI	SEIU STRIKEABLE INST COALITION	A P	18	5	\$3,335	\$4,886	\$5,019	1.17	\$5,453	\$7,276	\$7,432	86.8%	96.8%	87.0%	95.2%	102.4%	93.3%
Non-Corrections/Non-Management Wtd Average				5	\$3,335	\$4,886	\$5,019		\$5,453	\$7,276	\$7,432	86.8%	96.8%	87.0%	95.2%	102.4%	93.3%
STATEWIDE Weighted Average				15	\$3,772	\$5,343	\$5,504		\$5,967	\$7,813	\$8,002	98.2%	105.9%	95.4%	104.1%	109.9%	100.4%

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A. Market Data

The state's salary and benefit data is matched to market data sources for job classifications with similar duties, responsibilities and requirements. Generally, the greater the number of market data sources found for each job classification, the truer the data reflects the current pay in the labor market. For some job classifications, there is not a sufficient amount of market data available to either report a market figure or base recommendations for adjusting salaries. The state uses the following market data sources for comparisons:

A.1 Counties

- Seven Oregon counties (Clackamas, Deschutes, Jackson, Lane, Marion, Multnomah and Washington).
- Three Washington state counties (Clark, King and Thurston).

A.2 Commercially available salary and benefit surveys

- Milliman
- Willis Towers Watson
- CompAnalyst

A.3 Neighboring States

- California
- Idaho
- Nevada
- Washington

Market data is collected from each source as of July of each even numbered year. The data collected for each job classification includes:

- Job Number and Title
- Salary range
- Number of firms included (purchased surveys include the data from a number of employers)
- Number of incumbents (current employees in the specific job classification)
- Average of all employees current rate of pay
- Salary range minimum
- Salary range maximum

Market data is combined by calculating a weighted average from all data sources matched to a specific Oregon classification. Each source is weighted by the number of incumbents reported.

B. Oregon Employee Data

B.1 Individual lines are shown for each bargaining unit

B.2 Data is calculated for each of the three following groupings:

- Corrections (includes security and non-security representations at the Department of Corrections)
- Management (includes supervisory and non-supervisory management and executive service structures)
- Non-Corrections/Non-Management (includes all other unions and unrepresented structures)

B.3 Overall Oregon statewide weighted average for each job classification is calculated using the weighted average of all current full-time employees (at the time of the report)

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Data Effective Date: 8/1/2022

0015 HEALTH INFORMATION SPECIALIST

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OREGON COMPARISON TO MARKET		0015-Health Information Specialist		C.2		Worker Data as of: 8/1/2022		C.3 MARKET COMPARISONS										
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C. Market Comparisons

Comparison Points

Oregon employees are compared to market data at three comparison points:

- Actual employee salaries
- Salary range minimum
- Salary range maximum

Benefits (Defined)

Data is reported with and without major benefits (*Salary* and *Salary and Benefits*). For the purposes of this report, major benefits include employer's contribution for health insurance, retirement, and social security. The report Appendix contains the actual values used in the calculations for each data source.

Health Insurance

A calculated average of the employer's contribution rate for medical, dental and vision insurance for employee only, employee and spouse/partner, employee and children, and employee and family premiums.

Retirement

Pension contribution rates compare employer contribution rates offered to new employees. Active members for both general service and police and fire rates are included. Pension obligation bond costs are not included, as they are administrative costs with no benefit to the employee. Unfunded actuarial liability (UAL) costs are not included in either the Oregon or the market contribution rates.

Social Security

Regarding Social Security and Medicare costs, earnings while employed with the state of Nevada are not covered under Social Security. In Nevada the employer pays half of the Medicare tax (1.45% employer/1.45% employee).

Comparisons – Oregon Job Classifications

Comparisons are calculated by dividing the Oregon employee data by the corresponding market data.

C.1 divided by C.2 equals C.3:

C.1	Oregon Statewide Weighted Average – Salary Only	\$5,343
C.2	Market Employee Average – Salary Only	\$5,046
C.3	Market Comparison: Avg to Avg – Salary Only	$\$5,343 / \$5,046 = 105.9\%$

D. Group Compa-Ratio

For each market source, this is the employee average pay in comparison to the mid-point of the salary structure.

- > 1.00 Employee average pay is above the salary range mid-point
- 1.00 Employee average pay is exactly equal to the salary range mid-point
- < .99 Employee average pay is below the salary range mid-point

Sample Total Report Page

2022 Oregon Salary and Benefit Report

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OVERALL STATEWIDE MARKET COMPARISONS *

	# of Classes		# of Incs Emp Avg		MARKET			OREGON			MARKET COMPARISONS											
					SALARY			SALARY AND BENEFITS			SALARY			SALARY AND BENEFITS			Salary			Salary and Benefits		
					SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	Emps	SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg
All Market Sources	330	168,978	\$5,270	\$7,637	\$7,440	\$10,196	24,361	\$4,691	\$7,073	\$7,047	\$9,846	89.0%	92.6%	94.7%	96.6%							
Salary Range	285	120,197	\$6,664	\$9,011	\$9,011	\$9,011	23,477	\$6,396	\$9,051	\$9,051	\$9,051	96.0%	100.4%	100.4%	100.4%							
Emp Average																						
County Market	230	9,011	\$5,571	\$7,087	\$8,317	\$10,132	20,364	\$4,703	\$7,078	\$7,061	\$9,852	84.4%	99.9%	84.9%	97.2%							
Salary Range	214	7,222	\$6,524	\$9,505	\$9,505	\$9,505	20,136	\$6,450	\$9,114	\$9,114	\$9,114	98.9%	95.9%	95.9%	95.9%							
Emp Average																						
Purchased Market	228	91,760	\$5,382	\$8,287	\$7,516	\$10,869	17,907	\$4,885	\$7,368	\$7,275	\$10,192	90.8%	88.9%	96.8%	93.8%							
Salary Range	228	91,760	\$7,030	\$9,420	\$9,420	\$9,420	17,907	\$6,737	\$9,451	\$9,451	\$9,451	95.8%	100.3%	100.3%	100.3%							
Emp Average																						
State Market	310	68,207	\$5,079	\$6,836	\$7,222	\$9,300	23,998	\$4,697	\$7,081	\$7,053	\$9,855	92.5%	103.6%	97.7%	106.0%							
Salary Range	266	23,839	\$5,336	\$7,333	\$7,333	\$7,333	23,118	\$6,401	\$9,057	\$9,057	\$9,057	120.0%	123.5%	123.5%	123.5%							
Emp Average																						

* - Includes classifications with both sufficient market data and current employees as of the data effective date of this report. Not all Data Sources include values for both Employee Average and Salary Range Maximum.

E. Report Total Page

The final page of the report shows the overall market comparison for all state job classifications included in the report. To be included in the overall comparison, the classification must have both sufficient market data and current employees. The number of classifications that meet this criteria varies between classifications with market values for actual employee average pay and salary range structures due to the market data sources matched to specific classifications (not all classifications have both a market employee average and a salary range maximum available).

Overall Statewide Market Comparisons

E.1 All Market Sources

Calculated by dividing the Oregon employee data by market data for **all** classes included in the report with sufficient market data.

Example: Data Sources by Market Segment

Class	MARKET SEGMENT		
	County	Purchased	State
0322 - PUBLIC SERVICE REP 2	X	X	
0323 - PUBLIC SERVICE REP 3	X	X	X
0324 - PUBLIC SERVICE REP 4	X		
0331 - TRANSPORTATION SVCS REP 1	X		X
0332 - TRANSPORTATION SVCS REP 2	X		X
0403 - MAIL EQUIPMENT OPERATOR 1			X
0405 - MAIL SERVICES ASSISTANT	X	X	X
0427 - REHABILITATION INDUSTRIES REP		X	

E.2 Market Average (County, Purchased, and State)

The market segment comparisons are calculated by dividing the Oregon employee data by the corresponding market data for all classes for which both employee and market data exist. This is an overall calculation, not a class by class calculation that is then summarized. Per Data Sources by Market Segment example below, classes included in each overall calculation:

- County: 0322, 0323, 0324, 0331, 0332, 0405
- Purchased: 0322, 0323, 0405, 0427
- State: 0323, 0331, 0332, 0403, 0405

Methodology Included in the Report?

Market Calculations (Weighted Average by Number of Incumbents)

Market data was combined by calculating a weighted average from all data sources, by the number of incumbents reported.

Geographic Leveling Adjustment for Out-of-state Market Data

Use of Economic Resource Institute's Geographic Assessor to adjust the out-of-state market data for cost of labor differences. (See report Appendix for individual factors used.)

Pension benefits

The Oregon legislature has modified the retirement benefits creating different groups of employees receiving different levels of benefits over time. Previously, the report used the combined employer contribution rates for all active employees. The current report compares the employer contribution rates offered to the largest group of employees (those starting work after August 28, 2003).

Group Compa-ratio

Compa-ratios are commonly used to gauge where current employees are compensated within an employer's assigned salary range. The addition of this information allows more in-depth analysis of the state's position to market comparators.

What the data tells us?

Multiple Comparison Points

The report utilizes salary range minimum, employee average pay and salary range maximum as comparison points. This allows us to analyze the salary structures in a variety of ways. Salary range minimum shows how we compare to others at the entry point of the range. Salary range maximum reflects the maximum rate employees are eligible to earn for that specific classification. Employee average pay is the average of what employees are actually being paid.

Movement through a Salary Range (Public sector vs. Private sector)

When reviewing market information it is important to note that public sector employees typically receive annual step increases until they reach the maximum step in the salary range, if their performance has not been deficient. This is not the standard practice found in private sector employment. Private sector employers tend to have wider salary ranges and manage employee pay around the midpoint of the salary range. Higher increases to employees below midpoint, and reducing increases as employee's move through the range and are above midpoint. This increases the amount of time it takes a private sector employee to move to the salary range maximum dramatically as compared to public sector employees.

Salary vs. Salary and Benefits

The state provides a very comprehensive benefits plan consistent with what is found in the marketplace. The employer cost is similar to what is provided by the comparison markets – the state's plan is more generous with lower out-of-pocket costs for the employee.

The state provides a variety of paid time off. Employees accrue vacation leave and sick leave, as well as receive annual personal business leave and leave for 11 recognized holidays per year. The market average for holiday leave per year is nine. The salary and benefit report does not include any valuation for the additional time or higher level of medical benefit state employees receive over the market average.

Group Compa-ratio

This reflects the employee actual pay in comparison to the mid-point of the salary range. A compa-ratio of 1.00 means that employees are paid exactly at the midpoint of the salary range. A compa-ratio of 0.94 indicates that employees on average are paid 6% below the midpoint, and the 1.04 indicates employees are paid on average 4% above the midpoint. The wider the salary range the more variance you may see in the compa-ratio.

Geographic Leveling

The state uses the Economic Resource Institute's Geographic Assessor to adjust the out-of-state market data for cost of labor differences. Differences in how work is organized will vary the number of matches to any classification. Use of an adjustment factor ensures consistent adjustment of out-of-state market data regardless of the number of matches included per classification.