

Non-represented Employee Compensation Analysis (Updated)

City of Camas

August 5, 2022

Jeff Swanson, EXIGY Consulting/Interim City Administrator

Summary

Position	Camas Range		65th Percentile		Variance	
City Administrator	\$ 13,819	\$ 16,500	\$ 13,934	\$ 16,695	\$ 115	\$ 195
Fire Chief	\$ 12,177	\$ 14,539	\$ 12,194	\$ 15,660	\$ 17	\$ 1,121
Police Chief	\$ 11,037	\$ 13,220	\$ 11,478	\$ 13,699	\$ 441	\$ 479
Fire Division Chief	\$ 10,588	\$ 12,643	\$ 10,505	\$ 14,765	\$ (83)	\$ 2,122
Fire Marshall	\$ 10,588	\$ 12,643	\$ 10,304	\$ 12,574	\$ (284)	\$ (69)
Public Works Director	\$ 10,314	\$ 12,355	\$ 10,763	\$ 13,784	\$ 449	\$ 1,429
Comm. Dev. Director	\$ 10,314	\$ 12,355	\$ 10,531	\$ 13,567	\$ 217	\$ 1,212
Finance Director	\$ 10,314	\$ 12,355	\$ 10,520	\$ 13,200	\$ 206	\$ 845
Admin Svcs. Director	\$ 10,314	\$ 12,355	\$ 10,478	\$ 13,224	\$ 164	\$ 869
Police Captain	\$ 9,116	\$ 10,919	\$ 9,963	\$ 12,163	\$ 847	\$ 1,244
Parks/Rec Director	\$ 8,937	\$ 10,704	\$ 10,098	\$ 12,521	\$ 1,161	\$ 1,817
Library Director	\$ 8,937	\$ 10,704	\$ 9,273	\$ 11,765	\$ 336	\$ 1,061
IT Director	\$ 8,937	\$ 10,704	\$ 9,285	\$ 11,378	\$ 348	\$ 674
Asst. Finance Director	\$ 8,937	\$ 10,704	\$ 8,226	\$ 10,330	\$ (711)	\$ (374)
City Engineer	\$ 8,937	\$ 10,704	\$ 9,381	\$ 11,853	\$ 444	\$ 1,149
Utilities Manager	\$ 8,937	\$ 10,704	\$ 8,977	\$ 11,653	\$ 40	\$ 949
Communications Director	\$ 8,122	\$ 9,728	\$ 8,424	\$ 10,847	\$ 302	\$ 1,119
PW Ops Manager	\$ 8,122	\$ 9,728	\$ 8,478	\$ 11,152	\$ 356	\$ 1,424
Building Official	\$ 8,122	\$ 9,728	\$ 8,221	\$ 10,440	\$ 99	\$ 712
Planning Manager	\$ 8,122	\$ 9,728	\$ 8,136	\$ 10,602	\$ 14	\$ 874
Wastewater Ops Manager	\$ 7,403	\$ 8,840	\$ 8,365	\$ 10,636	\$ 962	\$ 1,796
Water/Sewer Ops Manager	\$ 7,403	\$ 8,840	\$ 8,365	\$ 10,636	\$ 962	\$ 1,796
Asst. Library Director	\$ 6,708	\$ 8,036	\$ 6,551	\$ 8,237	\$ (157)	\$ 201

PTO Buyback Policies

<u>City</u>	<u>Y/N</u>	<u>Limit</u>
Battle Ground	No	
Clark County	Yes	Up to 80 hours per year
Ridgefield	Yes	Up to 80 hours per year
Washougal	Yes	Up to 80 hours per year

Comparability

General parameters for city comparability:

- Population
- Assessed value
- Sales tax generation

Other considerations:

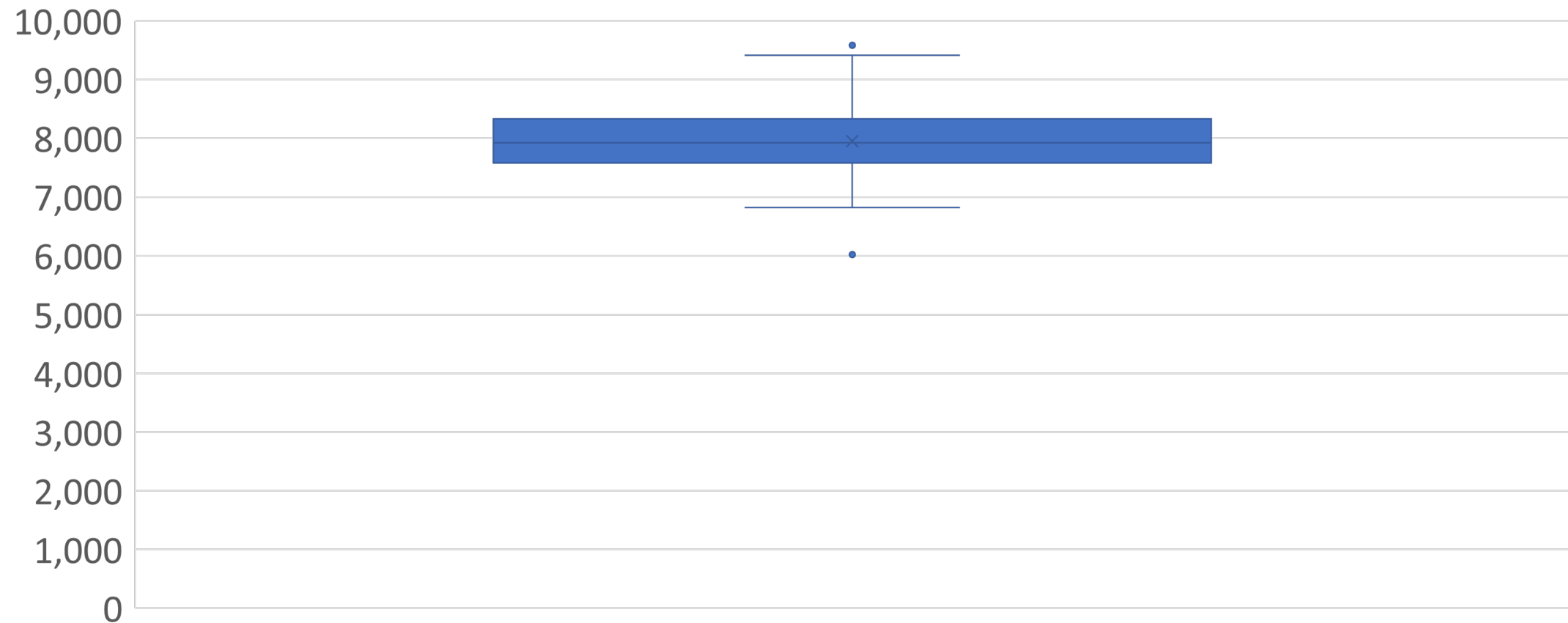
- Span of control/scope of responsibilities
- Size of department (FTE count, transaction load/volume)
- Geographic market “competitors”
- Market for similar skills in private sector functional areas (e.g. HR, IT, Finance, etc.)

Data Collection

<u>COMPARABLE CITIES</u>	<u>Population</u>		<u>GEOGRAPHIC COMPS</u>	<u>Population</u>
Anacortes	18,050		Ridgefield	11,560
Battle Ground	22,800		Vancouver	194,600
Bonney Lake	22,540		Clark County	513,100
Camas	26,200		Washougal	16,950
Covington	20,890		Longview	38,530
Des Moines	32,820			
Kenmore	23,770		<u>PORTLAND METRO</u>	
Lake Stevens	35,460		Lake Oswego, OR	40,731
Maple Valley	27,570		West Linn, OR	27,373
Monroe	19,990		Tualatin, OR	27,942
Mount Vernon	36,540		Wilsonville, OR	26,664
Mountlake Terrace	22,640		Milwaukie, OR	21,119
Mukilteo	21,470		Oregon City, OR	37,984
Snoqualmie	14,370			
University Place	33,730			

Methods

Outliers Example



City Administrator

	City	LOW	HIGH
COMPARABLES	Des Moines	17,057	20,732
GEOGRAPHIC COMPS	Vancouver		19,921
COMPARABLES	Covington	14,619	18,503
COMPARABLES	Lake Stevens		17,429
COMPARABLES	Kenmore		17,345
PORTLAND METRO	Lake Oswego, OR	14,583	17,280
COMPARABLES	Maple Valley		17,050
COMPARABLES	University Place		16,831
	65th percentile	13,934	16,695
COMPARABLES	Snoqualmie		16,650
PORTLAND METRO	Wilsonville, OR		16,586
	Camas	13,819	16,500
COMPARABLES	Monroe	12,233	16,250
GEOGRAPHIC COMPS	Ridgefield		16,242
GEOGRAPHIC COMPS	Longview	11,789	15,916
PORTLAND METRO	Milwaukie, OR	11,480	15,524
COMPARABLES	Bonney Lake	12,440	15,398
GEOGRAPHIC COMPS	Clark County		15,000
COMPARABLES	Battle Ground	12,252	14,564
GEOGRAPHIC COMPS	Washougal		14,267
PORTLAND METRO	Oregon City, OR		14,074
COMPARABLES	Mountlake Terrace		13,750
PORTLAND METRO	Tualatin, OR		13,517
COMPARABLES	Mukilteo	10,908	12,999
PORTLAND METRO	West Linn, OR		12,083

Public Works Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,136	18,383
COMPARABLES	Des Moines	12,449	15,132
COMPARABLES	Monroe	11,096	14,340
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Lake Oswego, OR	11,579	14,080
COMPARABLES	Lake Stevens	11,067	14,004
GEOGRAPHIC COMPS	Clark County	9,905	13,997
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Covington	11,580	13,827
	65th percentile	10,763	13,784
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Maple Valley	10,726	13,572
PORTLAND METRO	Wilsonville, OR	9,537	12,871
GEOGRAPHIC COMPS	Longview	9,483	12,804
PORTLAND METRO	Tualatin, OR	9,997	12,666
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mukilteo	10,380	12,617
PORTLAND METRO	Oregon City, OR	9,973	12,455
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Mount Vernon	10,443	12,182
PORTLAND METRO	West Linn, OR	8,877	12,115
GEOGRAPHIC COMPS	Washougal	8,841	12,049
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Milwaukie, OR	9,195	11,735

Comm. Dev. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	17,509
PORTLAND METRO	Lake Oswego, OR	11,579	14,080
COMPARABLES	Kenmore	10,152	14,010
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,538	13,657
GEOGRAPHIC COMPS	Clark County	9,665	13,655
COMPARABLES	Maple Valley	10,726	13,572
	65th percentile	10,531	13,567
PORTLAND METRO	Wilsonville, OR	10,019	13,524
COMPARABLES	Des Moines	11,068	13,453
PORTLAND METRO	West Linn, OR	9,760	13,321
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Tualatin, OR	9,997	12,666
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mukilteo	10,380	12,617
PORTLAND METRO	Oregon City, OR	9,973	12,455
	Camas	10,314	12,355
PORTLAND METRO	Milwaukie, OR	9,653	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Battle Ground	10,080	11,982
GEOGRAPHIC COMPS	Washougal	8,705	11,865
GEOGRAPHIC COMPS	Longview	8,372	11,304

Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	17,509
COMPARABLES	Des Moines	12,637	15,360
COMPARABLES	Kenmore	10,290	14,201
PORTLAND METRO	Lake Oswego, OR	11,579	14,080
COMPARABLES	Lake Stevens		14,004
COMPARABLES	Covington	11,580	13,827
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
COMPARABLES	Bonney Lake	10,666	13,200
	65th percentile	10,520	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Wilsonville, OR	9,775	13,194
PORTLAND METRO	Tualatin, OR	10,274	13,010
GEOGRAPHIC COMPS	Clark County	9,200	12,998
GEOGRAPHIC COMPS	Longview	9,483	12,804
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mukilteo	10,380	12,617
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	West Linn, OR	9,217	12,580
PORTLAND METRO	Oregon City, OR	9,973	12,455
	Camas	10,314	12,355
GEOGRAPHIC COMPS	Milwaukie, OR	9,653	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Battle Ground	10,080	11,982
GEOGRAPHIC COMPS	Washougal	8,728	11,896

Admin. Svcs. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	16,157	20,983
GEOGRAPHIC COMPS	Vancouver	13,462	17,509
COMPARABLES	University Place	11,805	15,535
COMPARABLES	Kenmore	11,066	15,271
PORTLAND METRO	Lake Oswego, OR	11,549	14,080
GEOGRAPHIC COMPS	Ridgefield	10,031	14,043
COMPARABLES	Lake Stevens	11,067	14,004
PORTLAND METRO	Wilsonville, OR	10,270	13,862
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Monroe	10,568	13,657
GEOGRAPHIC COMPS	Longview	9,846	13,293
COMPARABLES	Mountlake Terrace	12,431	13,248
	65th percentile	10,478	13,224
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Tualatin, OR	10,274	13,010
GEOGRAPHIC COMPS	Longview	9,483	12,804
PORTLAND METRO	Tualatin, OR	9,997	12,666
COMPARABLES	Snoqualmie	11,383	12,646
COMPARABLES	Des Moines	10,323	12,437
GEOGRAPHIC COMPS	Clark County	8,755	12,371
	Camas	10,314	12,355
PORTLAND METRO	Milwaukie, OR	9,653	12,319
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
PORTLAND METRO	Oregon City, OR	9,408	11,747
PORTLAND METRO	West Linn, OR	8,333	11,382
PORTLAND METRO	Milwaukie, OR	8,758	11,176
COMPARABLES	Mount Vernon	9,217	10,753
COMPARABLES	Maple Valley	8,479	10,729
COMPARABLES	Covington	8,653	10,332
GEOGRAPHIC COMPS	Washougal	7,456	10,161
COMPARABLES	Mukilteo	8,014	9,741

Parks/Rec Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	17,509
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Covington	11,580	13,827
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Maple Valley	10,726	13,572
PORTLAND METRO	Tualatin, OR	9,997	12,666
PORTLAND METRO	Wilsonville, OR	9,303	12,557
	65th percentile	10,098	12,521
COMPARABLES	Des Moines	10,232	12,437
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Anacortes	9,662	12,078
COMPARABLES	Mukilteo	9,681	11,768
PORTLAND METRO	Oregon City, OR	9,408	11,747
PORTLAND METRO	West Linn, OR	8,333	11,382
COMPARABLES	Mount Vernon	9,683	11,298
GEOGRAPHIC COMPS	Longview	8,045	10,862
	Camas	8,937	10,704
GEOGRAPHIC COMPS	Clark County	7,542	10,654

Comms. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	10,479	13,620
COMPARABLES	Mountlake Terrace	11,162	13,132
COMPARABLES	University Place	9,555	12,574
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
GEOGRAPHIC COMPS	Clark County	7,741	10,931
	65th percentile	8,424	10,847
COMPARABLES	Des Moines	8,878	10,791
	Camas	8,122	9,728
COMPARABLES	Covington	7,477	8,928
PORTLAND METRO	Wilsonville, OR	6,612	8,924
COMPARABLES	Snoqualmie	7,893	8,769
COMPARABLES	Maple Valley	6,743	8,533
PORTLAND METRO	Milwaukie, OR	6,537	8,346
COMPARABLES	Battle Ground	6,188	7,355
PORTLAND METRO	Oregon City, OR	5,755	7,185
GEOGRAPHIC COMPS	Longview	4,975	6,718

Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		14,334
PORTLAND METRO	Tualatin, OR	9,997	12,666
PORTLAND METRO	Wilsonville, OR	9,303	12,557
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
PORTLAND METRO	West Linn, OR	8,877	12,115
	65th percentile	9,273	11,765
PORTLAND METRO	Oregon City, OR	9,408	11,747
COMPARABLES	Mount Vernon	9,152	11,104
	Camas	8,937	10,704
PORTLAND METRO	Milwaukie, OR	8,346	10,643
COMPARABLES	Anacortes	8,335	10,418
COUNTIES/DISTRICTS	Walla Walla Public Library	8,324	10,127
GEOGRAPHIC COMPS	Longview	6,942	9,373
COUNTIES/DISTRICTS	Jefferson County Rural		8,583
COUNTIES/DISTRICTS	Central Skagit Library District		8,133
COUNTIES/DISTRICTS	Asotin County		7,175
COUNTIES/DISTRICTS	Whitman County	5,416	7,083

IT Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	17,509
COMPARABLES	Lake Stevens	11,067	14,004
GEOGRAPHIC COMPS	Clark County	9,429	13,324
PORTLAND METRO	Tualatin, OR	9,997	12,666
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	Wilsonville, OR	9,303	12,557
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
COMPARABLES	Des Moines	9,386	11,408
PORTLAND METRO	West Linn, OR	8,333	11,382
	65th percentile	9,285	11,378
COMPARABLES	Mount Vernon	9,683	11,298
COMPARABLES	Bonney Lake	8,688	10,753
COMPARABLES	Anacortes	8,585	10,731
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	University Place	7,981	10,503
COMPARABLES	Covington	8,653	10,332
COMPARABLES	Monroe	7,959	10,286
GEOGRAPHIC COMPS	Longview	7,547	10,189
COMPARABLES	Mountlake Terrace	8,654	10,181
PORTLAND METRO	Milwaukie, OR	7,949	10,135
PORTLAND METRO	Oregon City, OR	8,008	10,000
GEOGRAPHIC COMPS	Washougal	7,157	9,755
COMPARABLES	Mukilteo	7,474	9,085

Asst. Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	14,339
PORTLAND METRO	Wilsonville, OR	8,860	11,960
PORTLAND METRO	Lake Oswego, OR	9,372	11,506
COMPARABLES	Des Moines	9,162	11,136
	Camas	8,937	10,704
PORTLAND METRO	Oregon City, OR	8,448	10,550
PORTLAND METRO	Tualatin, OR	8,226	10,413
	65th percentile	8,226	10,330
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,028	10,158
PORTLAND METRO	Milwaukie, OR	7,949	10,135
COMPARABLES	Anacortes	8,092	10,115
PORTLAND METRO	West Linn, OR	7,272	9,933
GEOGRAPHIC COMPS	Washougal	7,157	9,755
GEOGRAPHIC COMPS	Clark County	6,834	9,655
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mount Vernon	6,878	8,356
COMPARABLES	Mukilteo	6,471	7,866
GEOGRAPHIC COMPS	Longview	5,728	7,733
COMPARABLES	Bonney Lake	6,079	7,523

Asst. Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	9,416	14,166
PORTLAND METRO	West Linn, OR	6,539	8,930
PORTLAND METRO	Wilsonville, OR	6,296	8,499
PORTLAND METRO	Lake Oswego, OR	6,815	8,280
	65th percentile	6,551	8,237
PORTLAND METRO	Oregon City, OR	6,562	8,194
	Camas	6,708	8,036
PORTLAND METRO	Milwaukie, OR	6,228	7,949
PORTLAND METRO	Tualatin, OR	5,988	7,583
COMPARABLES	Anacortes	5,194	6,492
COUNTIES/DISTRICTS	Asotin County Library	5,000	6,250

PW Ops Manager

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	14,339
COMPARABLES	Tukwila	10,167	12,917
GEOGRAPHIC COMPS	Clark County	8,535	12,058
PORTLAND METRO	Wilsonville, OR	8,860	11,960
COMPARABLES	Kenmore	8,453	11,665
PORTLAND METRO	Lake Oswego, OR	9,372	11,506
COMPARABLES	Monroe	8,695	11,267
GEOGRAPHIC COMPS	Clark County	7,925	11,193
	65th percentile	8,478	11,152
COMPARABLES	Snoqualmie	9,337	10,374
COMPARABLES	Mountlake Terrace	8,655	10,181
COMPARABLES	Anacortes	7,856	9,820
	Camas	8,122	9,728
COMPARABLES	Lake Stevens	7,597	9,613
COMPARABLES	Covington	7,926	9,464
COMPARABLES	Port Townsend	6,750	9,417
COMPARABLES	Des Moines	7,715	9,377
COMPARABLES	Bonney Lake	7,448	9,217
COMPARABLES	Mukilteo	7,459	9,176
COMPARABLES	Mount Vernon	7,412	9,083
COMPARABLES	University Place	6,876	9,047
GEOGRAPHIC COMPS	Washougal	6,420	8,750
GEOGRAPHIC COMPS	Longview	6,019	8,127

Building Official

	City	LOW	HIGH
COMPARABLES	Kenmore	10,152	14,010
PORTLAND METRO	Wilsonville, OR	8,860	11,960
COMPARABLES	Covington	10,006	11,947
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
COMPARABLES	Des Moines	9,386	11,408
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Lake Oswego, OR	9,015	10,960
COMPARABLES	University Place	7,981	10,503
	65th percentile	8,221	10,440
PORTLAND METRO	Tualatin, OR	8,226	10,413
COMPARABLES	Monroe	7,959	10,286
PORTLAND METRO	Oregon City, OR	8,008	10,000
PORTLAND METRO	West Linn, OR	7,272	9,933
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
COMPARABLES	Lake Stevens	7,641	9,669
PORTLAND METRO	Milwaukie, OR	7,569	9,653
COMPARABLES	Snoqualmie	8,517	9,463
COMPARABLES	Anacortes	7,405	9,257
GEOGRAPHIC COMPS	Washougal	6,675	9,097
COMPARABLES	Mountlake Terrace	7,127	8,910
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Mount Vernon	6,878	8,356

City Engineer

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	14,339
COMPARABLES	Des Moines	11,420	13,881
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Kenmore	9,875	13,629
PORTLAND METRO	Lake Oswego, OR	10,736	13,045
GEOGRAPHIC COMPS	Clark County	8,965	12,667
PORTLAND METRO	West Linn, OR	8,877	12,115
PORTLAND METRO	Wilsonville, OR	8,860	11,960
COMPARABLES	Bonney Lake	9,625	11,912
	65th percentile	9,381	11,853
COMPARABLES	Lake Stevens	9,310	11,781
COMPARABLES	Mukilteo	9,681	11,768
COMPARABLES	Monroe	9,033	11,674
COMPARABLES	Anacortes	9,108	11,385
COMPARABLES	Covington	9,439	11,271
PORTLAND METRO	Tualatin, OR	8,870	11,240
PORTLAND METRO	Milwaukie, OR	8,759	11,176
COMPARABLES	Mountlake Terrace	10,368	11,151
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
PORTLAND METRO	Oregon City, OR	8,448	10,550
COMPARABLES	Mount Vernon	8,461	10,268
GEOGRAPHIC COMPS	Washougal	7,372	10,047
GEOGRAPHIC COMPS	Ridgefield	7,567	9,964
COMPARABLES	Battle Ground	8,292	9,857
GEOGRAPHIC COMPS	Longview	7,295	9,849
COMPARABLES	Snoqualmie	8,517	9,463

Police Chief

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,843	19,302
COMPARABLES	Des Moines	14,564	17,702
COMPARABLES	Lake Stevens	12,522	15,844
COMPARABLES	Monroe	11,651	15,057
PORTLAND METRO	Tualatin, OR	11,345	14,367
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Lake Oswego, OR	11,549	14,080
COMPARABLES	Bonney Lake	11,227	13,895
	65th percentile	11,478	13,699
COMPARABLES	Anacortes	10,875	13,594
PORTLAND METRO	West Linn, OR	9,760	13,321
PORTLAND METRO	Oregon City, OR	10,665	13,320
GEOGRAPHIC COMPS	Ridgefield	9,508	13,311
COMPARABLES	Mountlake Terrace	12,430	13,248
	Camas	11,037	13,220
COMPARABLES	Battle Ground	11,113	13,210
PORTLAND METRO	Milwaukie, OR	10,135	12,937
COMPARABLES	Mukilteo	10,588	12,870
GEOGRAPHIC COMPS	Longview	9,483	12,804
GEOGRAPHIC COMPS	Washougal	9,268	12,632
COMPARABLES	Mount Vernon	10,792	12,592

Police Captain

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	12,822	16,674
COMPARABLES	Monroe	10,568	13,657
COMPARABLES	Des Moines	11,234	13,655
GEOGRAPHIC COMPS	Clark County	9,659	13,647
COMPARABLES	Bonney Lake	10,131	12,540
COMPARABLES	Lake Stevens	9,725	12,306
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
PORTLAND METRO	Tualatin, OR	9,596	12,163
	65th percentile	9,963	12,163
COMPARABLES	Mountlake Terrace	11,309	12,154
COMPARABLES	Anacortes	9,662	12,078
COMPARABLES	Snoqualmie	10,840	12,044
PORTLAND METRO	Oregon City, OR	8,242	11,542
COMPARABLES	Battle Ground	9,600	11,411
PORTLAND METRO	Milwaukie, OR	8,759	11,176
PORTLAND METRO	West Linn, OR	8,106	11,070
	Camas	9,116	10,919
GEOGRAPHIC COMPS	Longview	8,045	10,862
GEOGRAPHIC COMPS	Washougal	7,481	10,196
COMPARABLES	Mukilteo	8,282	10,067
GEOGRAPHIC COMPS	Ridgefield	6,891	8,792

Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		23,337
GEOGRAPHIC COMPS	Vancouver	14,843	19,302
MISC.	Snohomish Regional Fire Dist.		18,342
MISC.	Thurston FD #3 (Lacey)		17,024
MISC.	Bainbridge Island Fire		15,879
MISC.	Northshore Fire/King 16		15,750
	65th percentile	12,194	15,660
MISC.	Clark County Fire & Rescue	13,248	15,391
MISC.	Clark County Fire Dist #3		15,099
	Camas	12,177	14,539
PORTLAND METRO	Lake Oswego, OR	11,579	14,080
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Snoqualmie	12,210	13,565
COMPARABLES	Mukilteo	10,558	12,870
GEOGRAPHIC COMPS	Longview	9,483	12,804
COMPARABLES	Mount Vernon	10,792	12,592

Asst/Dep. Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		17,599
GEOGRAPHIC COMPS	Vancouver	12,822	16,674
MISC.	Bainbridge Island Fire		15,720
MISC.	Snohomish Regional Fire Dist.		15,008
	65th percentile	10,505	14,765
MISC.	Northshore Fire/King 16	10,404	14,566
MISC.	Clark County Fire Dist #3		13,194
	Camas Division Chiefs	10,588	12,643
COMPARABLES	Anacortes	9,662	12,078
MISC.	Thurston FD #3 (Lacey)		11,570
COMPARABLES	Snoqualmie	10,298	11,442
COMPARABLES	Mukilteo	8,968	9,916
GEOGRAPHIC COMPS	Longview		8,347

Fire Marshall

	City	LOW	HIGH
COMPARABLES	Lake Stevens		17,429
GEOGRAPHIC COMPS	Vancouver	10,479	13,620
MISC.	Clark County Fire & Rescue	11,264	13,083
	Camas Division Chief	10,588	12,643
MISC.	Clark County Fire Dist #3		12,584
	65th percentile	10,304	12,574
MISC.	Snohomish Regional Fire Dist.		12,536
PORTLAND METRO	Lake Oswego, OR	10,091	12,265
MISC.	Northshore Fire/King 16	8,513	11,918
GEOGRAPHIC COMPS	Longview	10,129	11,652
GEOGRAPHIC COMPS	Clark County	7,178	10,141
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mukilteo	6,971	8,474

Utilities Manager

	City	LOW	HIGH
MISC.	Bellevue Utilities Planning Manager	9,250	12,750
MISC.	Auburn Utilities Engineering Manager	10,000	12,333
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
	65th percentile	8,977	11,653
MISC.	Bellevue Utilities O and M Manager	8,333	11,500
COMPARABLES	Anacortes	8,842	11,053
	Camas Utilities Manager	8,937	10,704
MISC.	Bellevue Utilities Admin and Ops Manager	7,583	10,417
COMPARABLES	Bonney Lake	8,250	10,250

Planning Manager

	City	LOW	HIGH
MISC	Issaquah	9,416	12,750
MISC	Lynnwood	9,588	12,344
MISC	Bellevue	8,333	11,500
COMPARABLES	Des Moines	9,386	11,409
GEOGRAPHIC COMPS	Clark County	7,925	11,193
COMPARABLES	University Place	8,344	10,979
COMPARABLES	Covington	9,173	10,952
PORTLAND METRO	Milwaukie, OR	8,347	10,643
	65th percentile	8,136	10,602
GEOGRAPHIC COMPS	Vancouver	8,107	10,540
PORTLAND METRO	Wilsonville, OR	7,654	10,331
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,029	10,159
PORTLAND METRO	Lake Oswego, OR	8,169	9,932
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Anacortes	7,628	9,535
PORTLAND METRO	West Linn, OR	6,833	9,416
PORTLAND METRO	Tualatin, OR	7,426	9,405
COMPARABLES	Mukilteo	7,624	9,268
MISC	Mukilteo	7,583	9,250
GEOGRAPHIC COMPS	Longview	6,019	8,127
COMPARABLES	Battle Ground	6,823	8,110

Wastewater Ops Mgr & Water/Sewer Ops Mgr

	City	LOW	HIGH
COMPARABLES	Monroe	8,695	11,237
GEOGRAPHIC COMPS	Clark Reg WW	8,394	10,916
COMPARABLES	Anacortes	8,585	10,731
	65th percentile	8,365	10,636
GEOGRAPHIC COMPS	Vancouver	8,107	10,540
COMPARABLES	Anacortes	8,335	10,418
GEOGRAPHIC COMPS	Clark County	6,934	9,655
	Camas	7,403	8,840
COMPARABLES	Longview	6,019	8,127
COMPARABLES	Snoqualmie	6,778	8,083