

Nonrepresented Employee Compensation Analysis

City of Camas

July 5, 2022

Jeff Swanson, EXIGY Consulting/Interim City Administrator

Comparability

General parameters for city comparability:

- Population
- Assessed value
- Sales tax generation

Other considerations:

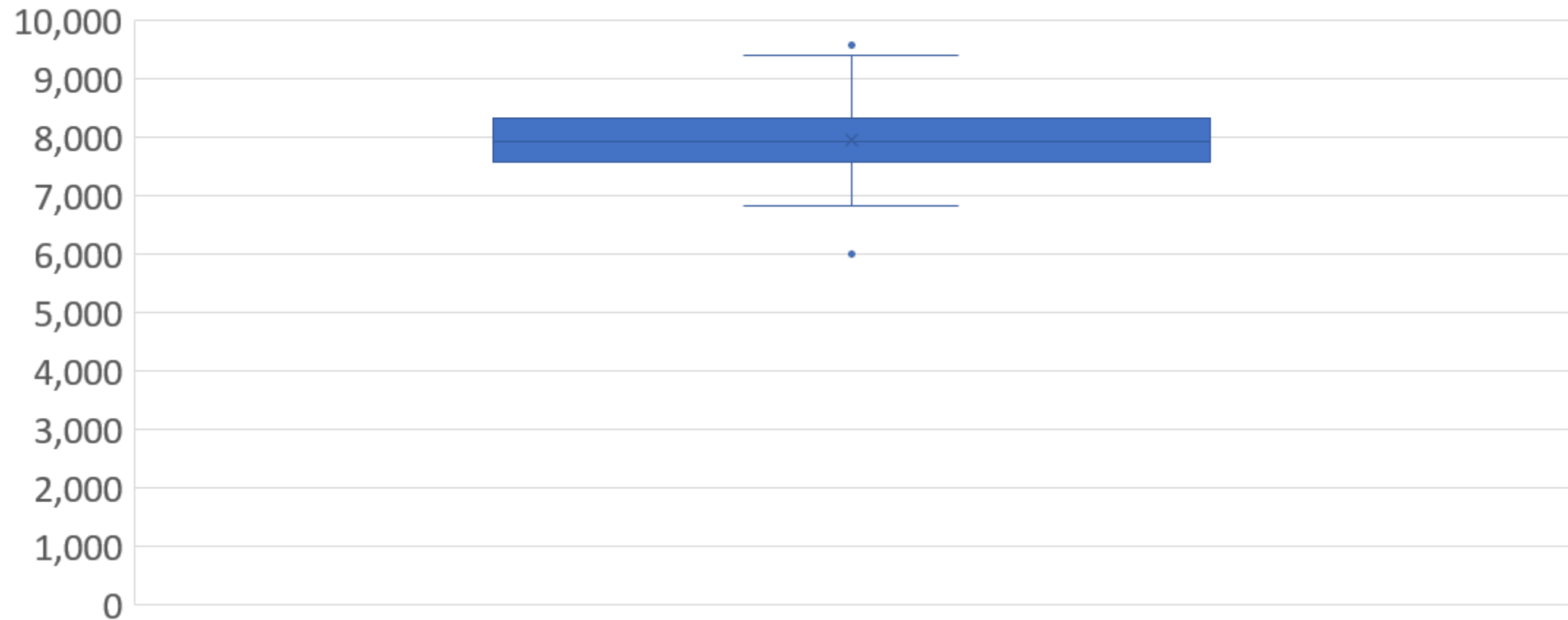
- Span of control/scope of responsibilities
- Size of department (FTE count, transaction load/volume)
- Geographic market “competitors”
- Market for similar skills in private sector functional areas (e.g. HR, IT, Finance, etc.)

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
GEOGRAPHIC COMPS	Vancouver		19,921
COMPARABLES	Des Moines	16,168	19,652
COMPARABLES	Covington	14,619	17,456
COMPARABLES	Lake Stevens		17,429
COMPARABLES	Maple Valley		17,050
COMPARABLES	University Place		16,831
COMPARABLES	Snoqualmie		16,650
	Camas	13,819	16,500
COMPARABLES	Kenmore		16,318
COMPARABLES	Monroe	12,233	16,250
GEOGRAPHIC COMPS	Ridgefield		16,242
PORTLAND METRO	Lake Oswego, OR	13,050	15,864
GEOGRAPHIC COMPS	Clark County	10,931	15,451
COMPARABLES	Bonney Lake	12,440	15,398
GEOGRAPHIC COMPS	Longview	11,220	15,149
PORTLAND METRO	Milwaukie, OR	11,145	15,071
COMPARABLES	Battle Ground	12,252	14,564
PORTLAND METRO	Oregon City, OR		14,074
COMPARABLES	Mountlake Terrace		13,750
GEOGRAPHIC COMPS	Washougal		13,653
PORTLAND METRO	Tualatin, OR		13,517
COMPARABLES	Mukilteo	10,434	12,434
PORTLAND METRO	West Linn, OR		12,083
PORTLAND METRO	Wilsonville, OR	9,167	11,667

City Administrator

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		19,921
COMPARABLES	Des Moines	16,168	19,652
COMPARABLES	Covington	14,619	17,456
COMPARABLES	Lake Stevens		17,429
COMPARABLES	Maple Valley		17,050
COMPARABLES	University Place		16,831
COMPARABLES	Snoqualmie		16,650
	Camas	13,819	16,500
	65th percentile	12,715	16,364
COMPARABLES	Kenmore		16,318
COMPARABLES	Monroe	12,233	16,250
GEOGRAPHIC COMPS	Ridgefield		16,242
PORTLAND METRO	Lake Oswego, OR	13,050	15,864
GEOGRAPHIC COMPS	Clark County	10,931	15,451
COMPARABLES	Bonney Lake	12,440	15,398
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COMPARABLES	Mountlake Terrace		13,750
GEOGRAPHIC COMPS	Washougal		13,653
PORTLAND METRO	Tualatin, OR		13,517
COMPARABLES	Mukilteo	10,434	12,434
PORTLAND METRO	West Linn, OR		12,083
PORTLAND METRO	Wilsonville, OR	9,167	11,667

Public Works Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,136	(outlier)
COMPARABLES	Monroe	11,096	14,340
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Des Moines	11,683	14,200
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
COMPARABLES	University Place	10,464	13,770
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Maple Valley	10,726	13,572
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
GEOGRAPHIC COMPS	Washougal	8,841	12,049
PORTLAND METRO	Wilsonville, OR	8,875	12,017
GEOGRAPHIC COMPS	Longview	8,896	12,012
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Oregon City, OR	9,544	11,919
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Milwaukie, OR	8,927	11,393
PORTLAND METRO	Tualatin, OR	8,610	10,910

Public Works Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	14,136	(outlier)
COMPARABLES	Monroe	11,096	14,340
COMPARABLES	Snoqualmie	12,820	14,244
COMPARABLES	Des Moines	11,683	14,200
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
COMPARABLES	University Place	10,464	13,770
	65th percentile	10,700	13,638
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Maple Valley	10,726	13,572
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
GEOGRAPHIC COMPS	Washougal	8,841	12,049
PORTLAND METRO	Wilsonville, OR	8,875	12,017
GEOGRAPHIC COMPS	Longview	8,896	12,012
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Oregon City, OR	9,544	11,919
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Milwaukie, OR	8,927	11,393
PORTLAND METRO	Tualatin, OR	8,610	10,910

Comm. Dev. Director

	City	LOW	HIGH
		(outlier)	(outlier)
GEOGRAPHIC COMPS	Vancouver		
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
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Anacortes	10,558	13,198
COMPARABLES	Kenmore	9,550	13,180
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	West Linn, OR	9,251	12,626
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
PORTLAND METRO	Wilsonville, OR	9,355	12,367
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Milwaukie, OR	9,372	11,960
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,705	11,865
PORTLAND METRO	Tualatin, OR	9,116	11,555
GEOGRAPHIC COMPS	Longview	8,372	11,304
COMPARABLES	Des Moines	8,810	10,710

Comm. Dev. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
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
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Anacortes	10,558	13,198
	65th percentile	10,462	13,196
COMPARABLES	Kenmore	9,550	13,180
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	West Linn, OR	9,251	12,626
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
PORTLAND METRO	Wilsonville, OR	9,355	12,367
	Camas	10,314	12,355
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mount Vernon	10,443	12,182
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Milwaukie, OR	9,372	11,960
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,705	11,865
PORTLAND METRO	Tualatin, OR	9,116	11,555
GEOGRAPHIC COMPS	Longview	8,372	11,304
COMPARABLES	Des Moines	8,810	10,710

Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	Des Moines	12,637	15,360
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	Kenmore	9,680	13,359
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
GEOGRAPHIC COMPS	Clark County	9,200	12,998
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Lake Oswego, OR	10,321	12,544
	Camas	10,314	12,355
PORTLAND METRO	Wilsonville, OR	9,127	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	West Linn, OR	8,737	11,925
PORTLAND METRO	Oregon City, OR	9,544	11,919
GEOGRAPHIC COMPS	Washougal	8,728	11,896
PORTLAND METRO	Tualatin, OR	9,116	11,555
GEOGRAPHIC COMPS	Longview	8,372	11,304

Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	Des Moines	12,637	15,360
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	Kenmore	9,680	13,359
COMPARABLES	Bonney Lake	10,666	13,200
	65th percentile	10,520	13,199
COMPARABLES	Anacortes	10,558	13,198
GEOGRAPHIC COMPS	Clark County	9,200	12,998
COMPARABLES	Snoqualmie	11,383	12,646
GEOGRAPHIC COMPS	Ridgefield	9,012	12,617
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Lake Oswego, OR	10,321	12,544
	Camas	10,314	12,355
PORTLAND METRO	Wilsonville, OR	9,127	12,319
COMPARABLES	Mountlake Terrace	10,384	12,216
COMPARABLES	Mukilteo	9,928	12,068
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	West Linn, OR	8,737	11,925
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GEOGRAPHIC COMPS	Longview	8,372	11,304

Admin. Svcs. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	University Place	11,805	15,535
COMPARABLES	Kenmore	10,410	14,366
GEOGRAPHIC COMPS	Ridgefield	10,031	14,043
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Monroe	10,568	13,657
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mountlake Terrace	12,431	13,248
COMPARABLES	Battle Ground	11,113	13,210
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Wilsonville, OR	9,589	12,943
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	Tualatin, OR	9,973	12,628
PORTLAND METRO	West Linn, OR	9,251	12,626
PORTLAND METRO	Milwaukie, OR	9,840	12,561
GEOGRAPHIC COMPS	Longview	9,235	12,471
COMPARABLES	Anacortes	9,952	12,440
GEOGRAPHIC COMPS	Clark County	8,755	12,371
	Camas	10,314	12,355
GEOGRAPHIC COMPS	Longview	8,896	12,012
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	9,603	11,672
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,899	10,789
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	Battle Ground	8,292	9,857
COMPARABLES	Mukilteo	7,665	9,317

Admin. Svcs. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	13,462	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	University Place	11,805	15,535
COMPARABLES	Kenmore	10,410	14,366
GEOGRAPHIC COMPS	Ridgefield	10,031	14,043
COMPARABLES	Lake Stevens	11,067	14,004
COMPARABLES	Monroe	10,568	13,657
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mountlake Terrace	12,431	13,248
COMPARABLES	Battle Ground	11,113	13,210
COMPARABLES	Bonney Lake	10,666	13,200
COMPARABLES	Anacortes	10,558	13,198
PORTLAND METRO	Wilsonville, OR	9,589	12,943
	65th percentile	10,324	12,780
COMPARABLES	Snoqualmie	11,383	12,646
PORTLAND METRO	Tualatin, OR	9,973	12,628
PORTLAND METRO	West Linn, OR	9,251	12,626
PORTLAND METRO	Milwaukie, OR	9,840	12,561
GEOGRAPHIC COMPS	Longview	9,235	12,471
COMPARABLES	Anacortes	9,952	12,440
GEOGRAPHIC COMPS	Clark County	8,755	12,371
	Camas	10,314	12,355
GEOGRAPHIC COMPS	Longview	8,896	12,012
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	9,603	11,672
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,899	10,789
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	Battle Ground	8,292	9,857
COMPARABLES	Mukilteo	7,665	9,317

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
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Anacortes	9,662	12,078
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
COMPARABLES	Mukilteo	9,260	11,255
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	Camas	8,937	10,704
GEOGRAPHIC COMPS	Longview	7,547	10,189
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Des Moines	6,437	7,825
COMPARABLES	Bonney Lake	6,067	7,507
COMPARABLES	Battle Ground	6,188	7,355

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
COMPARABLES	Mountlake Terrace	10,383	12,216
COMPARABLES	Anacortes	9,662	12,078
	65th percentile	9,696	11,979
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
COMPARABLES	Mukilteo	9,260	11,255
PORTLAND METRO	Oregon City, OR	9,003	11,241
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	Camas	8,937	10,704
GEOGRAPHIC COMPS	Longview	7,547	10,189
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Des Moines	6,437	7,825
COMPARABLES	Bonney Lake	6,067	7,507
COMPARABLES	Battle Ground	6,188	7,355

Comms. Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	10,479	13,620
COMPARABLES	University Place	9,555	12,574
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Des Moines	8,878	10,791
	Camas	8,122	9,728
COMPARABLES	Covington	7,477	8,928
COMPARABLES	Snoqualmie	7,893	8,769
COMPARABLES	Maple Valley	6,743	8,533
PORTLAND METRO	Wilsonville, OR	6,173	8,332
PORTLAND METRO	Milwaukie, OR	6,347	8,103
GEOGRAPHIC COMPS	Clark County	5,339	7,542
COMPARABLES	Battle Ground	6,188	7,355
PORTLAND METRO	Oregon City, OR	5,755	7,185
GEOGRAPHIC COMPS	Longview	4,975	6,718

Comms. Director		City	LOW	HIGH
	GEOGRAPHIC COMPS	Vancouver	10,479	13,620
	COMPARABLES	University Place	9,555	12,574
	PORTLAND METRO	Lake Oswego, OR	9,703	11,794
	COMPARABLES	Des Moines	8,878	10,791
		Camas	8,122	9,728
		65th percentile	8,065	9,528
	COMPARABLES	Covington	7,477	8,928
	COMPARABLES	Snoqualmie	7,893	8,769
	COMPARABLES	Maple Valley	6,743	8,533
	PORTLAND METRO	Wilsonville, OR	6,173	8,332
	PORTLAND METRO	Milwaukie, OR	6,347	8,103
	GEOGRAPHIC COMPS	Clark County	5,339	7,542
	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	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Oregon City, OR	9,003	11,241
COMPARABLES	Mount Vernon	9,152	11,104
PORTLAND METRO	Tualatin, OR	8,610	10,910
	Camas	8,937	10,704
COMPARABLES	Anacortes	8,335	10,418
PORTLAND METRO	Milwaukie, OR	8,103	10,332
COUNTIES/DISTRICTS	Walla Walla Public Library	8,324	10,127
GEOGRAPHIC COMPS	Longview	(outlier)	8,794
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	(outlier)	7,083

Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver		14,334
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
PORTLAND METRO	Wilsonville, OR	8,686	11,725
PORTLAND METRO	West Linn, OR	8,414	11,484
PORTLAND METRO	Oregon City, OR	9,003	11,241
	65th percentile	8,947	11,111
COMPARABLES	Mount Vernon	9,152	11,104
PORTLAND METRO	Tualatin, OR	8,610	10,910
	Camas	8,937	10,704
COMPARABLES	Anacortes	8,335	10,418
PORTLAND METRO	Milwaukie, OR	8,103	10,332
COUNTIES/DISTRICTS	Walla Walla Public Library	8,324	10,127
GEOGRAPHIC COMPS	Longview	(outlier)	8,794
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	(outlier)	7,083

IT Director

	City	LOW	HIGH
COMPARABLES	Lake Stevens	11,067	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
GEOGRAPHIC COMPS	Clark County	9,429	13,324
COMPARABLES	Snoqualmie	11,383	12,646
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
PORTLAND METRO	Lake Oswego, OR	9,703	11,234
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
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	Des Moines	8,471	10,297
COMPARABLES	Monroe	7,959	10,286
GEOGRAPHIC COMPS	Longview	7,547	10,189
COMPARABLES	Mountlake Terrace	8,654	10,181
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Mukilteo	7,310	8,885

IT Director

	City	LOW	HIGH
COMPARABLES	Lake Stevens	11,067	(outlier)
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
GEOGRAPHIC COMPS	Clark County	9,429	13,324
COMPARABLES	Snoqualmie	11,383	12,646
COMPARABLES	Battle Ground	10,080	11,982
PORTLAND METRO	Wilsonville, OR	8,686	11,725
COMPARABLES	Mount Vernon	9,683	11,298
PORTLAND METRO	Lake Oswego, OR	9,703	11,234
PORTLAND METRO	Tualatin, OR	8,610	10,910
PORTLAND METRO	West Linn, OR	7,899	10,789
	65th percentile	8,687	10,787
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	Des Moines	8,471	10,297
COMPARABLES	Monroe	7,959	10,286
GEOGRAPHIC COMPS	Longview	7,547	10,189
COMPARABLES	Mountlake Terrace	8,654	10,181
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Mukilteo	7,310	8,885

Asst. Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	9,162	11,136
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
	Camas	8,937	10,704
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,028	10,158
COMPARABLES	Anacortes	8,092	10,115
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
GEOGRAPHIC COMPS	Clark County	6,834	9,655
PORTLAND METRO	West Linn, OR	6,893	9,415
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. Finance Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	9,162	11,136
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
	Camas	8,937	10,704
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,028	10,158
	65th percentile	8,048	10,130
COMPARABLES	Anacortes	8,092	10,115
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
PORTLAND METRO	Milwaukie, OR	7,717	9,840
GEOGRAPHIC COMPS	Washougal	7,157	9,755
GEOGRAPHIC COMPS	Clark County	6,834	9,655
PORTLAND METRO	West Linn, OR	6,893	9,415
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	(outlier)	(outlier)
PORTLAND METRO	West Linn, OR	6,198	8,465
	Camas	6,708	8,036
PORTLAND METRO	Lake Oswego, OR	6,553	7,961
PORTLAND METRO	Wilsonville, OR	5,879	7,935
PORTLAND METRO	Oregon City, OR	6,279	7,841
PORTLAND METRO	Milwaukie, OR	6,046	7,717
PORTLAND METRO	Tualatin, OR	5,988	7,583
COMPARABLES	Anacortes	5,194	6,492
COUNTIES/DISTRICTS	Asotin County Library	5,000	6,250

Asst. Library Director

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
PORTLAND METRO	West Linn, OR	6,198	8,465
	Camas	6,708	8,036
PORTLAND METRO	Lake Oswego, OR	6,553	7,961
	65th percentile	6,239	7,948
PORTLAND METRO	Wilsonville, OR	5,879	7,935
PORTLAND METRO	Oregon City, OR	6,279	7,841
PORTLAND METRO	Milwaukie, OR	6,046	7,717
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	(outlier)
COMPARABLES	Monroe	8,695	11,267
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
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	Bonney Lake	7,448	9,170
COMPARABLES	Mount Vernon	7,412	9,083
COMPARABLES	University Place	6,876	9,047
GEOGRAPHIC COMPS	Ridgefield	6,487	8,841
COMPARABLES	Mukilteo	7,221	8,777
GEOGRAPHIC COMPS	Washougal	6,420	8,750
GEOGRAPHIC COMPS	Longview	6,019	8,127
PORTLAND METRO	Milwaukie, OR	6,347	8,103
PORTLAND METRO	West Linn, OR	5,890	8,047
PORTLAND METRO	Oregon City, OR	6,279	7,841
COMPARABLES	Battle Ground	6,497	7,723
PORTLAND METRO	Tualatin, OR	6,082	7,702

PW Ops Manager

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(outlier)
COMPARABLES	Monroe	8,695	11,267
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
PORTLAND METRO	Lake Oswego, OR	9,011	11,064
COMPARABLES	Snoqualmie	9,337	10,374
COMPARABLES	Mountlake Terrace	8,655	10,181
COMPARABLES	Anacortes	7,856	9,820
	Camas	8,122	9,728
	65th percentile	7,926	9,722
COMPARABLES	Lake Stevens	7,597	9,613
COMPARABLES	Covington	7,926	9,464
COMPARABLES	Bonney Lake	7,448	9,170
COMPARABLES	Mount Vernon	7,412	9,083
COMPARABLES	University Place	6,876	9,047
GEOGRAPHIC COMPS	Ridgefield	6,487	8,841
COMPARABLES	Mukilteo	7,221	8,777
GEOGRAPHIC COMPS	Washougal	6,420	8,750
GEOGRAPHIC COMPS	Longview	6,019	8,127
PORTLAND METRO	Milwaukie, OR	6,347	8,103
PORTLAND METRO	West Linn, OR	5,890	8,047
PORTLAND METRO	Oregon City, OR	6,279	7,841
COMPARABLES	Battle Ground	6,497	7,723
PORTLAND METRO	Tualatin, OR	6,082	7,702

Building Official

	City	LOW	HIGH
COMPARABLES	Kenmore	9,550	13,180
COMPARABLES	Covington	10,006	11,947
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	8,810	10,710
PORTLAND METRO	Lake Oswego, OR	8,668	10,539
COMPARABLES	University Place	7,981	10,503
PORTLAND METRO	Tualatin, OR	7,982	10,106
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
COMPARABLES	Lake Stevens	7,641	9,669
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Snoqualmie	8,517	9,463
PORTLAND METRO	West Linn, OR	6,893	9,415
PORTLAND METRO	Milwaukie, OR	7,349	9,372
COMPARABLES	Anacortes	7,405	9,257
GEOGRAPHIC COMPS	Washougal	6,675	9,097
COMPARABLES	Mountlake Terrace	7,127	8,910
COMPARABLES	Monroe	6,469	8,843
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Mount Vernon	6,878	8,356

Building Official

	City	LOW	HIGH
COMPARABLES	Kenmore	9,550	13,180
COMPARABLES	Covington	10,006	11,947
GEOGRAPHIC COMPS	Vancouver	8,984	11,680
GEOGRAPHIC COMPS	Clark County	7,925	11,193
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Des Moines	8,810	10,710
PORTLAND METRO	Lake Oswego, OR	8,668	10,539
COMPARABLES	University Place	7,981	10,503
	65th percentile	8,115	10,483
PORTLAND METRO	Tualatin, OR	7,982	10,106
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
COMPARABLES	Lake Stevens	7,641	9,669
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Snoqualmie	8,517	9,463
PORTLAND METRO	West Linn, OR	6,893	9,415
PORTLAND METRO	Milwaukie, OR	7,349	9,372
COMPARABLES	Anacortes	7,405	9,257
GEOGRAPHIC COMPS	Washougal	6,675	9,097
COMPARABLES	Mountlake Terrace	7,127	8,910
COMPARABLES	Monroe	6,469	8,843
GEOGRAPHIC COMPS	Ridgefield	6,487	8,542
COMPARABLES	Mount Vernon	6,878	8,356

City Engineer

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(outlier)
COMPARABLES	Kenmore	9,290	12,821
GEOGRAPHIC COMPS	Clark County	8,965	12,667
PORTLAND METRO	Lake Oswego, OR	10,324	12,544
COMPARABLES	Bonney Lake	9,625	11,912
COMPARABLES	Lake Stevens	9,310	11,781
COMPARABLES	Mukilteo	9,681	11,768
COMPARABLES	Monroe	9,033	11,674
PORTLAND METRO	West Linn, OR	8,414	11,484
COMPARABLES	Anacortes	9,108	11,385
COMPARABLES	Covington	9,439	11,271
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Mountlake Terrace	10,368	11,151
PORTLAND METRO	Milwaukie, OR	8,504	10,851
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	Mount Vernon	8,461	10,268
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
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	Des Moines	7,530	9,520
COMPARABLES	Snoqualmie	8,517	9,463

City Engineer

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	11,028	(outlier)
COMPARABLES	Kenmore	9,290	12,821
GEOGRAPHIC COMPS	Clark County	8,965	12,667
PORTLAND METRO	Lake Oswego, OR	10,324	12,544
COMPARABLES	Bonney Lake	9,625	11,912
COMPARABLES	Lake Stevens	9,310	11,781
COMPARABLES	Mukilteo	9,681	11,768
COMPARABLES	Monroe	9,033	11,674
PORTLAND METRO	West Linn, OR	8,414	11,484
	65th percentile	9,101	11,410
COMPARABLES	Anacortes	9,108	11,385
COMPARABLES	Covington	9,439	11,271
PORTLAND METRO	Wilsonville, OR	8,273	11,167
COMPARABLES	Mountlake Terrace	10,368	11,151
PORTLAND METRO	Milwaukie, OR	8,504	10,851
COMPARABLES	Maple Valley	8,479	10,729
	Camas	8,937	10,704
COMPARABLES	Mount Vernon	8,461	10,268
PORTLAND METRO	Tualatin, OR	7,982	10,106
PORTLAND METRO	Oregon City, OR	8,084	10,096
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	Des Moines	7,530	9,520
COMPARABLES	Snoqualmie	8,517	9,463

Police Chief

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	Lake Stevens	12,522	15,844
COMPARABLES	Monroe	11,651	15,057
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Tualatin, OR	11,012	13,946
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Anacortes	10,875	13,594
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
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	Oregon City, OR	10,206	12,746
GEOGRAPHIC COMPS	Washougal	9,268	12,632
PORTLAND METRO	West Linn, OR	9,251	12,626
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Milwaukie, OR	9,840	12,561
COMPARABLES	Des Moines	10,926	12,046
GEOGRAPHIC COMPS	Longview	8,896	12,012
COMPARABLES	Mukilteo	9,426	11,457

Police Chief

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	(outlier)	(outlier)
COMPARABLES	Lake Stevens	12,522	15,844
COMPARABLES	Monroe	11,651	15,057
COMPARABLES	Snoqualmie	12,820	14,244
PORTLAND METRO	Tualatin, OR	11,012	13,946
COMPARABLES	Bonney Lake	11,227	13,895
COMPARABLES	Anacortes	10,875	13,594
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
	65th percentile	11,113	13,539
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	Oregon City, OR	10,206	12,746
GEOGRAPHIC COMPS	Washougal	9,268	12,632
PORTLAND METRO	West Linn, OR	9,251	12,626
COMPARABLES	Mount Vernon	10,792	12,592
PORTLAND METRO	Milwaukie, OR	9,840	12,561
COMPARABLES	Des Moines	10,926	12,046
GEOGRAPHIC COMPS	Longview	8,896	12,012
COMPARABLES	Mukilteo	9,426	11,457

Police Captain		City	LOW	HIGH
	GEOGRAPHIC COMPS COMPARABLES	Vancouver	12,822	(outlier)
		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	Tualatin, OR	9,596	12,163
	COMPARABLES	Mountlake Terrace	11,309	12,154
	COMPARABLES	Anacortes	9,662	12,078
	COMPARABLES	Snoqualmie	10,840	12,044
	PORTLAND METRO	Lake Oswego, OR	9,703	11,794
	COMPARABLES	Battle Ground	9,600	11,411
	PORTLAND METRO	Oregon City, OR	8,844	11,045
		Camas	9,116	10,919
	PORTLAND METRO	Milwaukie, OR	8,504	10,851
	PORTLAND METRO	West Linn, OR	7,683	10,492
	GEOGRAPHIC COMPS	Washougal	7,481	10,196
	COMPARABLES	Mukilteo	8,282	10,067
	GEOGRAPHIC COMPS	Longview		8,831
	GEOGRAPHIC COMPS	Ridgefield	6,891	8,792

Police Captain

	City	LOW	HIGH
GEOGRAPHIC COMPS	Vancouver	12,822	(outlier)
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	Tualatin, OR	9,596	12,163
COMPARABLES	Mountlake Terrace	11,309	12,154
	65th percentile	9,725	12,154
COMPARABLES	Anacortes	9,662	12,078
COMPARABLES	Snoqualmie	10,840	12,044
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
COMPARABLES	Battle Ground	9,600	11,411
PORTLAND METRO	Oregon City, OR	8,844	11,045
	Camas	9,116	10,919
PORTLAND METRO	Milwaukie, OR	8,504	10,851
PORTLAND METRO	West Linn, OR	7,683	10,492
GEOGRAPHIC COMPS	Washougal	7,481	10,196
COMPARABLES	Mukilteo	8,282	10,067
GEOGRAPHIC COMPS	Longview		8,831
GEOGRAPHIC COMPS	Ridgefield	6,891	8,792

Fire Chief		City	LOW	HIGH
	MISC.	Graham (Pierce FD#21)		(outlier)
	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
	MISC.	Clark County Fire & Rescue	13,248	15,391
	MISC.	Clark County Fire Dist #3		15,099
		Camas	12,177	14,539
	COMPARABLES	Anacortes	10,875	13,594
	COMPARABLES	Snoqualmie	12,210	13,565
	PORTLAND METRO	Lake Oswego, OR	11,133	13,539
	COMPARABLES	Mukilteo	10,558	12,870
	COMPARABLES	Mount Vernon	10,792	12,592
	GEOGRAPHIC COMPS	Longview	8,896	12,012

Fire Chief

	City	LOW	HIGH
MISC.	Graham (Pierce FD#21)		(outlier)
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
COMPARABLES	Anacortes	10,875	13,594
COMPARABLES	Snoqualmie	12,210	13,565
PORTLAND METRO	Lake Oswego, OR	11,133	13,539
COMPARABLES	Mukilteo	10,558	12,870
COMPARABLES	Mount Vernon	10,792	12,592
GEOGRAPHIC COMPS	Longview	8,896	12,012

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
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

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		(outlier)
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
MISC.	Snohomish Regional Fire Dist.		12,536
MISC.	Northshore Fire/King 16	8,513	11,918
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
GEOGRAPHIC COMPS	Longview	10,129	10,496
GEOGRAPHIC COMPS	Clark County	7,178	10,141
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mukilteo	6,668	8,105

Fire Marshall

	City	LOW	HIGH
COMPARABLES	Lake Stevens		(outlier)
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
MISC.	Northshore Fire/King 16	8,513	11,918
PORTLAND METRO	Lake Oswego, OR	9,703	11,794
GEOGRAPHIC COMPS	Longview	10,129	10,496
GEOGRAPHIC COMPS	Clark County	7,178	10,141
COMPARABLES	Battle Ground	7,521	8,941
COMPARABLES	Mukilteo	6,668	8,105

Utilities Manager

City	LOW	HIGH
Bellevue Utilities Planning Manager	9,250	12,750
Auburn Utilities Engineering Manager	10,000	12,333
Bellevue Utilities O and M Manager	8,333	11,500
Camas Utilities Manager	8,937	10,704
Bellevue Utilities Admin and Ops Manager	7,583	10,417

Utilities Manager

City	LOW	HIGH
Bellevue Utilities Planning Manager	9,250	12,750
Auburn Utilities Engineering Manager	10,000	12,333
65th percentile	9,219	12,250
Bellevue Utilities O and M Manager	8,333	11,500
Camas Utilities Manager	8,937	10,704
Bellevue Utilities Admin and Ops Manager	7,583	10,417

Planning Manager

	City	LOW	HIGH
MISC	Issaquah	9,416	12,750
MISC	Lynnwood	(outlier)	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
GEOGRAPHIC COMPS	Vancouver	8,107	10,540
PORTLAND METRO	Milwaukie, OR	8,104	10,333
COMPARABLES	Monroe	7,959	10,286
COMPARABLES	Lake Stevens	8,029	10,159
	Camas	8,122	9,728
COMPARABLES	Bonney Lake	7,840	9,703
PORTLAND METRO	Wilsonville, OR	7,147	9,646
PORTLAND METRO	Oregon City, OR	7,663	9,569
COMPARABLES	Anacortes	7,628	9,535
PORTLAND METRO	Lake Oswego, OR	7,833	9,500
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	(outlier)	8,127
COMPARABLES	Battle Ground	6,823	8,110

Planning Manager

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MISC	Mukilteo	7,583	9,250
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COMPARABLES	Battle Ground	6,823	8,110