

COMPARISONS OF CITIES								Services Provided						
Entity	Permanent Rate	Taxes Imposed (21)	# of Employees	Emp. Per 1000 Population	Population	Tax Imposed Per Capita	Per Employee	Water	Sewer	Streets	Fire	Police	Court	Planning
Coburg	0.0037506	\$867,789.77	18	13.85	1295	\$670.11	\$48,210.54	X	X	X		X	X	X
Creswell	0.0026705	\$1,128,588.61	21.5	3.84	5585	\$202.07	\$52,492.49	X	X	X			X	X
Cottage Grove	0.0072087	\$5,256,486.84	47.18	4.67	10155	\$517.63	\$111,413.46	X	X	X		X	X	X
Junction City	0.0060445	\$3,031,690.01	50.9	8.21	6200	\$488.98	\$59,561.69	X	X	X		X	X	X
City of Oakridge	0.0071996	\$1,174,377.97	12.8	3.88	3305	\$355.33	\$91,748.28	X	X	X	X	X	X	X
Springfield	0.0047403	\$23,652,203.61	416.42	6.77	61535	\$384.37	\$56,798.91	X	X	X		X	X	X
Lane County	0.0012793	\$4,631,947.95	1803	4.73	381365	\$12.15	\$2,569.02		X	X		X	X	X

EMPLOYEE

Employee #1	Before Change	After Change	Difference	Step Before Change	Step After Change	Notes	Earning Potention of new scale
1	83,156	84,505	1,349	12	8		\$95,167
2	91,811	93,754	1,943	11	5		\$112,045
3	83,726	87,208	3,482	14	7		\$96,284
4	63,837	64,949	1,112	14	7		\$73,143
5	68,837	69,954	1,117	14	10		\$75,720
6	68,914	71,780	2,866	6	1		\$92,855
7	49,210	55,485	6,275	2	1		\$71,772
8	49,210	55,485	6,275	2	1		\$71,772
9	54,332	55,609	1,277	7	6		\$62,510
10	43,077	43,776	699	6	2		\$55,519
11	44,817	45,765	948	8	1		\$58,042
12	53,546	54,687	1,141	14	10		\$59,195
13	35,468	38,623	3,155	2	1		\$55,959
14	34,942	39,395	4,453	3	1		\$49,963
15	32,287	38,623	6,336	2	1		\$49,963
16	31,654	38,623	6,969	1	1		\$49,963
17	22,491	22,856	365	14	10	Part time position	\$49,480

Projected 49,762 This does not reflect the changes in employee costs such as PERS/Taxes paid by the employer

2021-22 Personal Services Budget	\$1,822,303
Adopted Changes -	\$75,745
Budget after Changes	\$1,898,047
Percentage change to overall PS Budget	4.16%

Take Aways on City Comparison

Coburg provides as many services as larger cities.
 Population does not diminish the amount of work or staff that it takes to provide services
 Coburg receives less funding to provide the same services as cities much larger

Notes on Staffing

Employees are numbered to alleviate giving names to the positions
 Employees were moved onto the scale upwards.
 In some circumstances the Staff Member is nearing the average pay for the market and nearing the top of their scale
 The largest increases reflect changes in the scale for Public Works and Police Officers
 When upwards scales were minimal or non-existent for an employee, City Administrator had to make decisions to move an employee up more than one step.
 to bring them to an acceptable starting point on the scale.