

City of Lake Oswego - 07/1/2024 Compensation Plan

Listing of Mgmt/Conf. Classifications (07/01/2024-06/30/2025)

Grade	Classification Title	Job Code	Status	Foot-note		Step 1	Step 2	Step 3	Step 4	Step 5
116	Administrative Support III (Confidential)	1064CO	CON	2,9	Hourly	29.98	31.55	33.07	34.77	36.49
					Semi-Monthly	2,598.37	2,734.44	2,866.18	3,013.52	3,162.59
					Monthly	5,196.74	5,468.88	5,732.36	6,027.04	6,325.18
					Annually	62,360.88	65,626.56	68,788.32	72,324.48	75,902.16
515	ACC Program Supervisor	5025	MGMT	4,9	Hourly	33.51	35.15	36.93	38.79	40.74
515	Administrative Assistant (Confidential)	5028	CON	2	Semi-Monthly	2,904.31	3,046.45	3,200.72	3,361.93	3,530.94
515	Human Resources Specialist	5027	CON	2	Monthly	5,808.62	6,092.90	6,401.44	6,723.86	7,061.88
515	Office Manager	5024	MGMT	2	Annually	69,703.44	73,114.80	76,817.28	80,686.32	84,742.56
515	Payroll Specialist	5022	CON	2						
515	Recreation Supervisor I	5026	MGMT	4,9						
531	Legal Assistant	1075	CON	2	Hourly	35.08	36.84	38.72	40.58	42.64
531	Program Manager	5035	MGMT	4,9	Semi-Monthly	3,040.38	3,192.92	3,355.86	3,517.07	3,695.61
					Monthly	6,080.76	6,385.84	6,711.72	7,034.14	7,391.22
					Annually	72,969.12	76,630.08	80,540.64	84,409.68	88,694.64
533	Human Resources Analyst	5029	CON	2	Hourly	38.61	40.54	42.58	44.66	46.93
533	Payroll Administrator	5023	CON	2	Semi-Monthly	3,346.33	3,513.60	3,690.41	3,870.68	4,067.42
533	Recreation Supervisor II	5045	MGMT	4	Monthly	6,692.66	7,027.20	7,380.82	7,741.36	8,134.84
					Annually	80,311.92	84,326.40	88,569.84	92,896.32	97,618.08
546	Adult Community Center Manager	5040	MGMT	4	Hourly	42.32	44.40	46.65	48.98	51.42
546	Facilities Manager	4066	MGMT	4	Semi-Monthly	3,667.87	3,848.15	4,043.16	4,245.10	4,456.57
546	Golf Course Manager	1106	MGMT	4,9	Monthly	7,335.74	7,696.30	8,086.32	8,490.20	8,913.14
546	Library Manager	5030	MGMT	4	Annually	88,028.88	92,355.60	97,035.84	101,882.40	106,957.68
546	Support Services Supervisor / Management Analyst	1200	MGMT	2,9						
546	Motor Pool Superintendent	4070	MGMT	2,9						
546	Municipal Court Manager	1100	MGMT	4						
546	Parks Manager	5048	MGMT	4						
546	Sports Program Manager	5046	MGMT	4						
546	Utility Superintendent	4065	MGMT	2						

MGMT & CONF
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570	Assistant Water Plant Manager	4090	MGMT	4	Hourly	45.90	48.21	50.62	53.13	55.79
570	City Recorder	5043	MGMT	4	Semi-Monthly	3,978.15	4,178.36	4,387.24	4,604.78	4,835.32
570	Deputy City Attorney I	1131	MGMT	4,9	Monthly	7,956.30	8,356.72	8,774.48	9,209.56	9,670.64
570	Engineering Program Supervisor	2046	MGMT	4	Annually	95,475.60	100,280.64	105,293.76	110,514.72	116,047.68
570	GIS Services Supervisor	2047	MGMT	4						
570	Human Resources Manager	1125	MGMT	4,9						
570	Lead Superintendent	4084	MGMT	2,9						
570	LORAC Facility Superintendent	5044	MGMT	4						
570	Parks Superintendent	4085	MGMT	4,9						
570	Recreation Superintendent	5042	MGMT	4						
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575	Assistant To The City Manager	2031	MGMT	4	Hourly	48.19	50.62	53.16	55.78	58.58
					Semi-Monthly	4,176.63	4,387.24	4,607.38	4,834.45	5,077.13
					Monthly	8,353.26	8,774.48	9,214.76	9,668.90	10,154.26
					Annually	100,239.12	105,293.76	110,577.12	116,026.80	121,851.12
576	Assistant Director Parks and Recreation	5041	MGMT	4	Hourly	50.74	53.30	55.95	58.75	61.68
576	Assistant Public Works Director / Maint. Field Svcs. Mgr.	4080	MGMT	4	Semi-Monthly	4,397.64	4,619.51	4,849.19	5,091.86	5,345.81
576	Deputy City Manager	1143	MGMT	4	Monthly	8,795.28	9,239.02	9,698.38	10,183.72	10,691.62
576	Engineering Program Manager	2052	MGMT	4	Annually	105,543.36	110,868.24	116,380.56	122,204.64	128,299.44
576	Network Administrator	2054	MGMT	4						
576	Planning Manager	3074	MGMT	4						
585	Building Official	2043	MGMT	4	Hourly	55.98	58.79	61.70	64.86	68.06
585	Communications Operations Supervisor	3040	MGMT	2	Semi-Monthly	4,851.79	5,095.33	5,347.54	5,621.42	5,898.76
585	Economic Development Program Manager	2051	MGMT	4,9	Monthly	9,703.58	10,190.66	10,695.08	11,242.84	11,797.52
585	Police Sergeant	3055	MGMT	2	Annually	116,442.96	122,287.92	128,340.96	134,914.08	141,570.24

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590	Assistant City Engineer / Engineering Services Manager	1136	MGMT	4	Hourly	58.20	61.27	64.50	67.90	71.46
590	Assistant Finance Director	5064	MGMT	4	Semi-Monthly	5,044.19	5,310.27	5,590.22	5,884.89	6,193.44
590	Battalion Chief (40 hour/week)	3067	MGMT	3	Monthly	10,088.38	10,620.54	11,180.44	11,769.78	12,386.88
590	Deputy City Attorney II	1130	MGMT	4	Annually	121,060.56	127,446.48	134,165.28	141,237.36	148,642.56
590	Deputy Community Development Director	3076	MGMT	4						
590	Deputy Public Works Director / Operations Manager	4095	MGMT	4						
590	Public Affairs Manager	3061	MGMT	4,9						
590	Water Treatment Plant Manager	4037	MGMT	4						
MGMT & CONF										
Effective 7/1/2024										
591	Battalion Chief (52 hour/week)	3066	MGMT	3,7	Hourly	44.91	47.28	49.77	52.39	55.14
	(utilizes 2695.44/hr vs 2080.08)				Semi-Monthly	5,044.19	5,310.27	5,590.22	5,884.89	6,193.44
					Monthly	10,088.38	10,620.54	11,180.44	11,769.78	12,386.88
					Annually	121,060.56	127,446.48	134,165.28	141,237.36	148,642.56
620	Communications Manager (LOCOM)	3065	MGMT	4,9	Hourly	62.67	65.81	69.10	72.55	76.17
620	Director of Special Projects	4093	MGMT	4	Semi-Monthly	5,431.61	5,703.75	5,988.90	6,287.91	6,601.65
620	Fire Marshal	3075	MGMT	4	Monthly	10,863.22	11,407.50	11,977.80	12,575.82	13,203.30
620	Human Resources Director	5060	MGMT	4	Annually	130,358.64	136,890.00	143,733.60	150,909.84	158,439.60
620	Police Lieutenant	3060	MGMT	4						
620	Communications Director	1141	MGMT	4,9						
660	Assistant Fire Chief	3089	MGMT	4	Hourly	66.64	69.99	73.49	77.19	81.01
660	Chief Technology Officer	1135	MGMT	4	Semi-Monthly	5,775.69	6,066.03	6,369.38	6,690.06	7,021.14
660	City Engineer	2060	MGMT	4,9	Monthly	11,551.38	12,132.06	12,738.76	13,380.12	14,042.28
660	Deputy Director: Capital Projects	4094	MGMT	4,9	Annually	138,616.56	145,584.72	152,865.12	160,561.44	168,507.36
660	Director of Planning and Building Services	3093	MGMT	4,9						
660	Director Parks & Recreation	5055	MGMT	4						
660	Library Director	5050	MGMT	4						
660	Police Captain	3088	MGMT	4						

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665	Assistant City Manager	1145	MGMT	4	Hourly	71.90	75.51	79.29	83.28	87.44	
665	Community Development Director	3091	MGMT	4	Semi-Monthly	6,231.57	6,544.45	6,872.06	7,217.88	7,578.42	
665	Finance Director	5065	MGMT	4	Monthly	12,463.14	13,088.90	13,744.12	14,435.76	15,156.84	
665	Fire Chief	3090	MGMT	4	Annually	149,557.68	157,066.80	164,929.44	173,229.12	181,882.08	
665	Police Chief	3085	MGMT	4							
665	Project Director	2061	MGMT	4,9							
665	Public Works Director/City Engineer	3099	MGMT	4							
665	Redevelopment Director	2050	MGMT	4,9							
670	City Attorney	1150	CC	4,5	Hourly	78.11	82.02	86.12	90.42	94.94	
					Semi-Monthly	6,769.92	7,109.00	7,464.23	7,836.49	8,228.50	
					Monthly	13,539.83	14,218.00	14,925.45	15,672.98	16,457.00	
					Annually	162,477.94	170,616.02	179,141.36	188,075.81	197,483.96	
680	City Manager	1155	CC	4,5,8	Hourly	84.28	88.49	92.92	97.58	102.45	
					Semi-Monthly	7,304.56	7,669.65	8,053.58	8,457.25	8,879.74	
					Monthly	14,609.11	15,339.30	16,107.15	16,914.49	17,759.48	
					Annually	175,309.29	184,071.60	193,285.75	202,973.85	213,113.79	
911	Municipal Judge	8888	CC		Negotiated by City Council Contract				Hourly	179.17	
										3,105.00	
										6,210.00	
										74,520.00	

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