



RESEARCH



City Employee Salary Survey Report

OCTOBER 2022

2022 City Employee Salary Survey Report

Technical Report

*Aljets Consulting
October 2022*

A study of salaries, benefits, and education/experience requirements for select staff positions in Oregon cities revealed trends in city compensation. While it is no surprise that larger cities can afford to offer greater wages and benefits, this survey is the first from the League of Oregon Cities to offer actual detailed figures. Overall, cities with a population greater than 10,000 offer 40% more in salary compared to the statewide city average. Further, cities in the Metro and Southern Oregon Small Cities Regions offered more compensation than the average across all positions surveyed. A similar trend was seen in benefits as well as in demands for education and experience.

Technical jobs as well as city management and the newly added police positions were the most commonly difficult positions to fill in Oregon cities.

Introduction

The League of Oregon Cities' (LOC) most requested data information in previous years centered around city wages, salaries, and benefits. For this reason, it was important for the LOC to meet this demand first thing in 2018 and again now in 2022. Salary data allows cities to better compare their own salaries with other cities to offer competitive compensation. The data is also useful in planning for future budget needs. Further, this information can be used by the LOC to analyze differences in salaries based on population and region.

Results

City Staffing Levels

For cities that have employed city staff, on average cities employ one full time equivalent (FTE) employee for every 229 city residents. This is relatively consistent with previous findings, which averaged 234. However, this average varies depending on the region, geography, and city services.

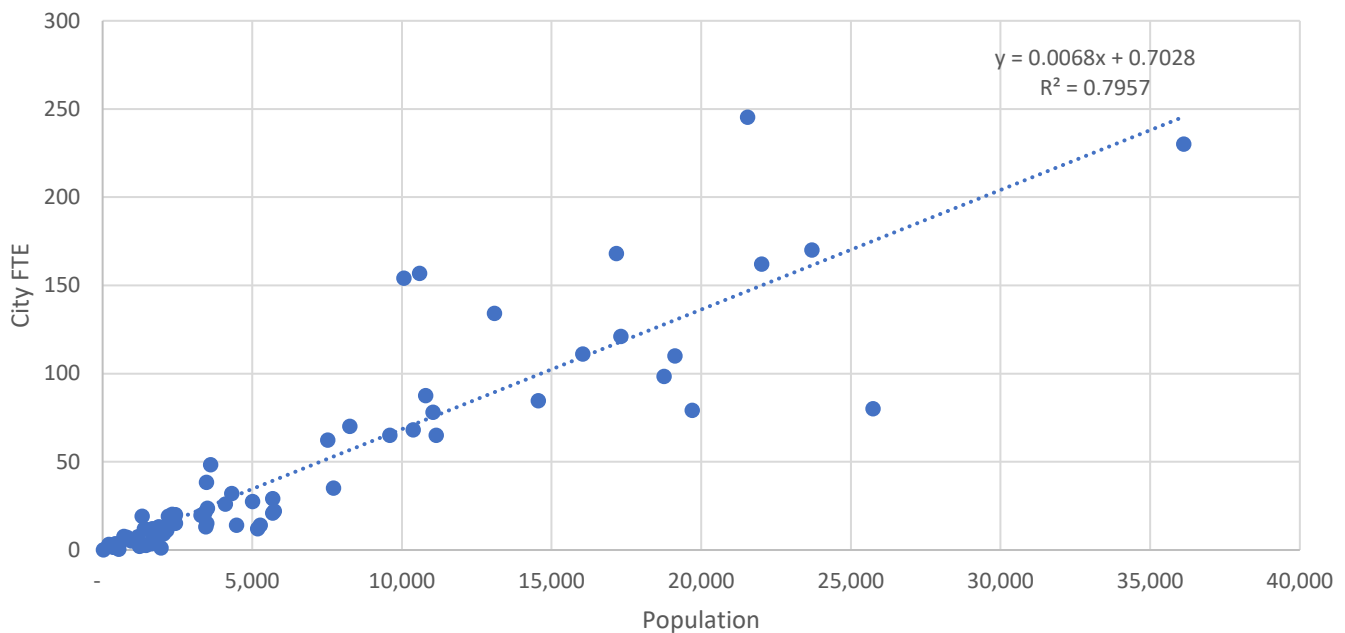


Figure 1: Regression Trend Indicating Pattern in City Staffing Compared to Population. NOTE: Medford and Beaverton Were Excluded Due to Their Size and Effect on the Regression Estimate

Figure 1 above shows the trend in city staffing, and Table 1 below denotes the averages based on population quintile and Small City region. While the median number of employees based on respondents was 20 FTE (averaging 59 FTE), the number of employees increased greatly as populations increased. First quintile cities (with a population less than 470) averaged 2.2 FTE, 5th quintile cities (population more than 10,200) averaged 171.4 FTE. These larger FTE averages in larger cities appear to show the FTE in a city does not increase completely linearly. On average, 5th quintile cities employ a new FTE for every 156 residents, whereas 1st quintile cities employ an FTE for every 139 residents. This indicates less staff are needed per capita as population increases.

What is your FTE (Full Time Equivalent) count for the entire city government?	
Quintile	Average
1st Quintile	2.2
2nd Quintile	5.7
3rd Quintile	11.2
4th Quintile	42.9
5th Quintile	171.4
TOTAL	59.1
Region	Average
N. Coast	33.7
Metro	93.0
N. Willamette	46.0
S. Willamette	29.2
C. Coast	74.4
S. Coast	36.5
S. Oregon	118.0
Gorge	39.2
C. Oregon	73.2
SC Oregon	63.0
NE Oregon	46.6
E. Oregon	6.0
TOTAL	59.1

Table 1: What is your FTE (Full Time Equivalent) count for the entire city government?

Salaries and Wages

The data from the survey shows that despite differences in population as well as region, salaries and wages in Oregon follow noticeable trends. Below in Figure 2, the surveyed positions are arranged by highest to lowest average annual salary. Detailed breakdowns of all positions are available in **Appendix C**. This pattern of highest and lowest average paid positions is consistent with the findings in 2018. City attorneys remain the most expensive position in most cities (average \$133,206), and this is likely part of the reason attorney positions are the most commonly reported position to be contracted outside the city. City manager salaries average \$127,373, which is 12% higher than the average from 2018. According to the CPI inflation calculations from the U.S. Bureau of Labor Statistics, this average increase does not keep up with inflation seen in the last four years. If the average city manager position was following inflation, the 2022 average would be around \$135,000. Likely this trend can be found in other positions surveyed.

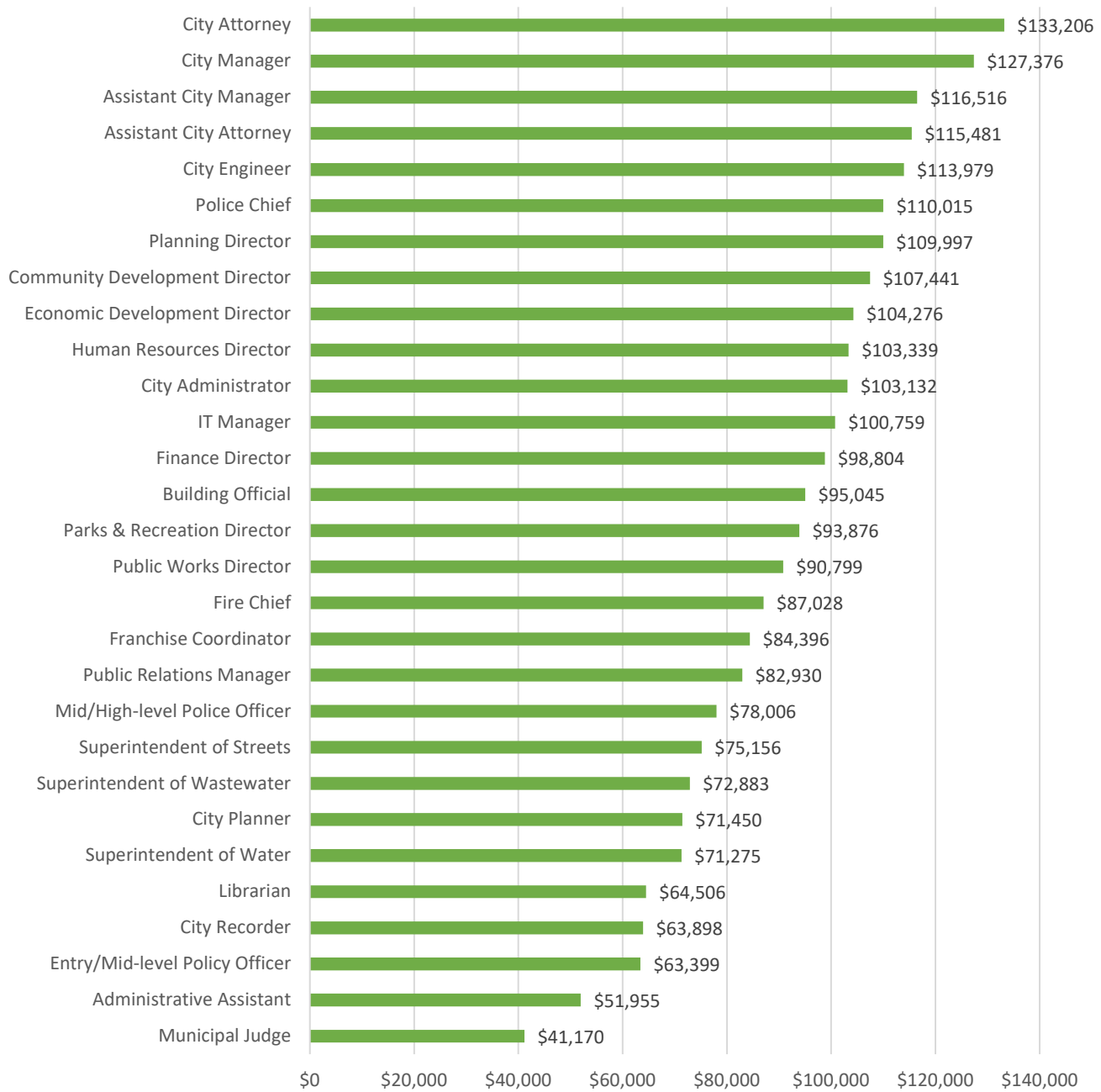


Figure 2: Average Salary/Wage by Position

While much of the data for the salary discussion is found in Appendix C, we can highlight some interesting findings. First, the data for salary and wages indicates the point in which a city’s population warrants the creation and staffing of certain positions. This can be seen in Appendix C salary tables for positions where population quintiles show no data in smaller cities. This indicates that the growing need for this position’s services is outweighed by the cost.

The list below shows the population quintile in which every position appears to become needed and financially warranted enough to hire an employee for in-house service:

First Quintile:

- City Manager
- Finance Director
- City Recorder
- Librarian
- Parks and Recreation Director
- Public Works Director
- Superintendents for Streets, Water, and Wastewater

Second Quintile:

- Administrative Assistant
- Community Development Director
- City Administrator
- Fire Chief
- Police Chief
- City Planner
- Municipal Judge
- Police Officers

Third Quintile:

- Building Officials
- Human Resources Directors

Fourth Quintile:

- Assistant City Manager
- City Attorney
- City Engineer
- Economic Development Director
- IT Manager
- Planning Director

Fifth Quintile:

- Assistant City Attorney
- Public Relations Managers

Another interesting finding is the average salary/wage by quintile and region. Figures 3 and 4 below show these trends which were calculated by taking the mean of all salaries reported by each individual city. Another way to think of this calculation is to imagine if a city needed to pay the salary of one random position: How much would they have to pay? One interesting trend is that the 2018 survey found cities with a population larger than 10,000 offer 16% more in salary compared to the statewide city average. This year the difference was 40%. This implies an increasing ability of the largest 20% of cities to attract talent for their staff.

While the population trends are not surprising, the regional differences reveal noteworthy patterns. Except for the Southern Oregon region (which is skewed by the outsized influence of Medford's responses), the highest average paid city employee is in the Metro region. This is not a surprise, given the prosperity of that region. The lowest average salaries

appear to be in South Coast and Eastern Oregon regions. It is also possible that the average for Metro region may actually be depressed due to the lack of Portland’s participation in the survey.

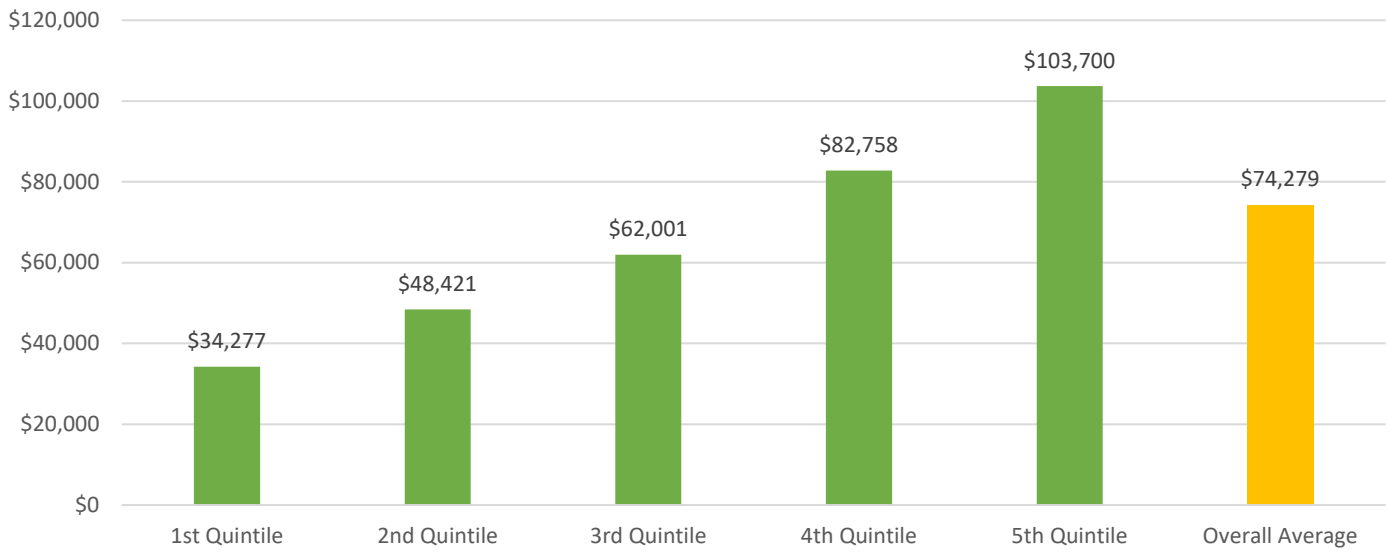


Figure 3: Average City Salary by Population

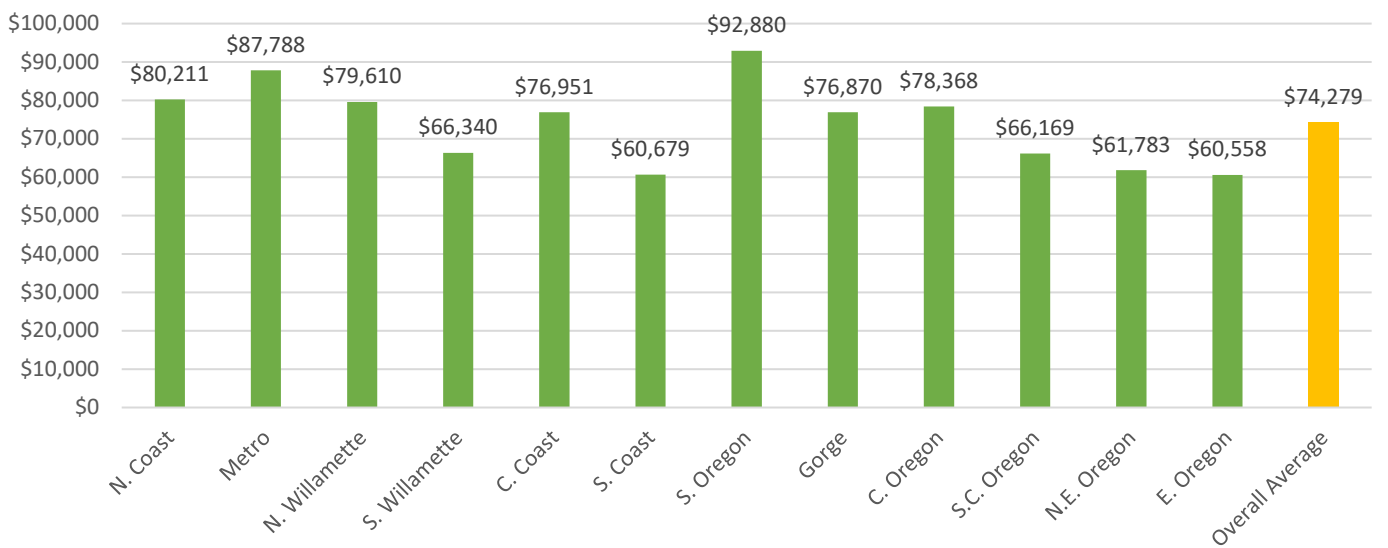


Figure 4: Average City Salary by Region

Vacation, Sick Time, etc.

As with salaries and wages, the amount of vacation and sick time also varies from city to city. Overall, the average amount of sick time for all positions is 11.2 days. This amount is similar across all positions, except for municipal judge. Vacation time and other days off vary far more across positions. Excluding paid time off (PTO) days, as well as executive leave, assistant city managers receive the most time off (33.7 days). This is likely an artifact of the data. Larger cities can afford more generous packages, and as a result, the roles that are more likely to be found in larger cities will have more robust sick and vacation benefits, on average. Mean vacation time across all positions is 15.7 days. The trend of providing

more vacation versus sick time is consistent across all quintiles and regions at an average rate of 1.4 vacation days for every sick day. Detailed tables by position for sick time, vacation and PTO can be found in **Appendix C**.

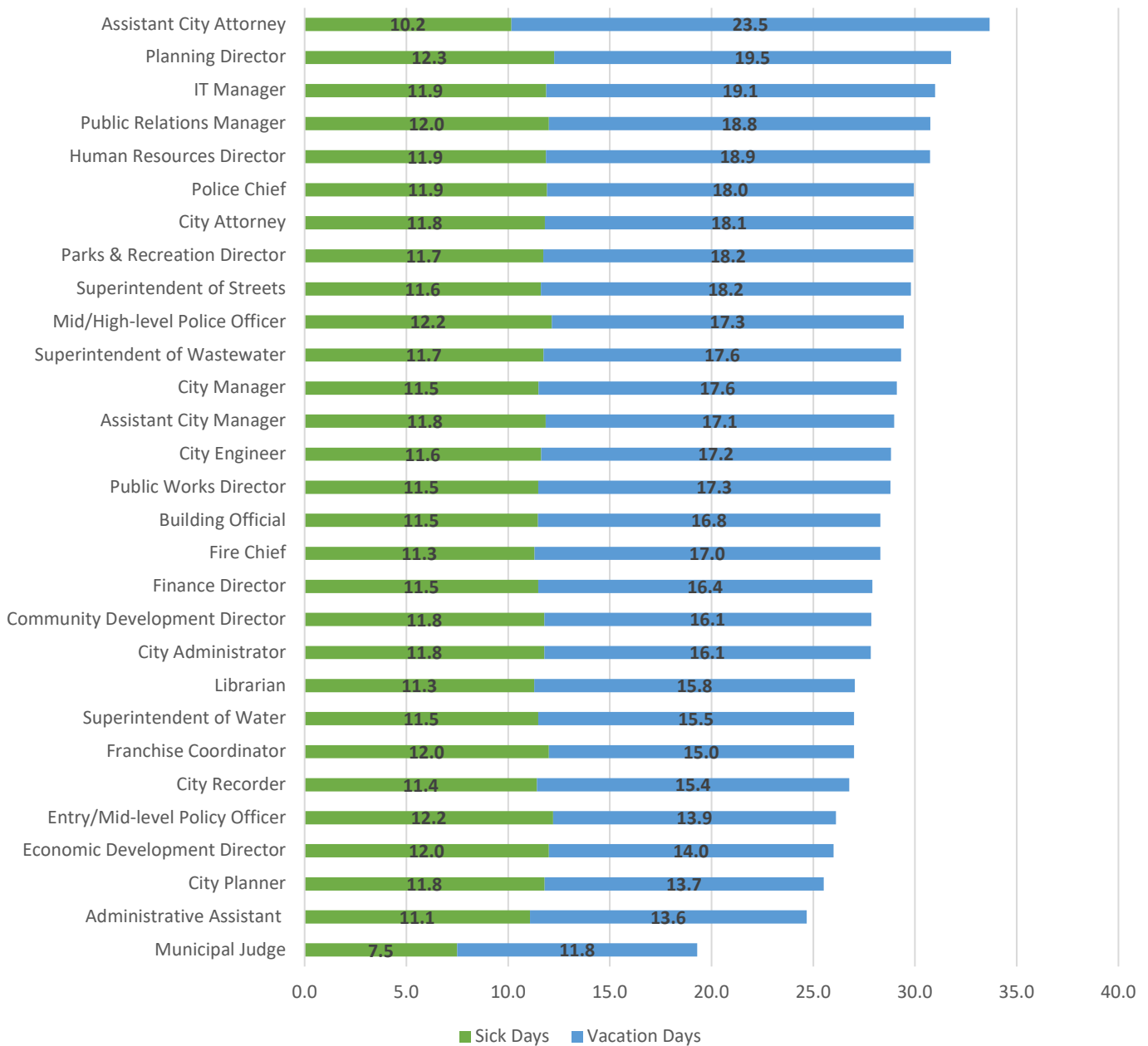


Figure 5: Average Sick and Vacation Days by Position

It should be noted that several responding cities identified that days off varies depending often on seniority and/or performance. For this reason, days-off estimates should be examined cautiously. Some positions have higher turnover (an example is city managers, with relatively high turnover) and therefore seniority benefits would affect their averages far less. A position such as “Superintendent of Streets” may have less turnover and be more likely to accrue days off from longevity in the city. This could explain higher than average days off for some positions that have lower average salaries.

Below are the breakdowns of sick days and vacation days by population and region.

Average Sick Time Offered (Days)	
Quintile	
1st Quintile	8.2
2nd Quintile	11.1
3rd Quintile	10.5
4th Quintile	11.7
5th Quintile	11.9
TOTAL	11.2
Region	
N. Coast	12.1
Metro	10.9
N. Willamette	11.0
S. Willamette	11.4
C. Coast	10.2
S. Coast	12.0
S. Oregon	11.8
Gorge	10.1
C. Oregon	12.0
SC Oregon	11.4
NE Oregon	10.8
E. Oregon	11.0
TOTAL	11.2

Table 2: Average Sick Time Offered (Days)

Average Vacation Time (Days)	
Quintile	
1st Quintile	10.7
2nd Quintile	13.6
3rd Quintile	16.2
4th Quintile	15.3
5th Quintile	18.1
TOTAL	15.7
Region	
N. Coast	13.7
Metro	16.7
N. Willamette	19.5
S. Willamette	14.5
C. Coast	12.1
S. Coast	15.4
S. Oregon	17.6
Gorge	16.3
C. Oregon	15.6
SC Oregon	15.3
NE Oregon	15.3
E. Oregon	15.1
TOTAL	15.7

Table 3: Average Vacation Time Offered (Days)

Thirty-one percent of cities offer some amount of paid time off (PTO). Only one respondent city (Union) offered PTO as a replacement for sick time and vacation. Instead, respondents offered PTO to high-ranking positions such as city manager, finance director and city attorney. Table 4 show the averages by population and region. Cities over 10,200 as well as cities in metro offer the most PTO.

MEAN PTO	
Quintile	
1st Quintile	5.0
2nd Quintile	12.0
3rd Quintile	11.6
4th Quintile	13.2
5th Quintile	15.7
TOTAL	13.1
Region	
N. Coast	NA
Metro	21.4
N. Willamette	6.3
S. Willamette	16.8
C. Coast	10.0
S. Coast	11.0
S. Oregon	11.2
Gorge	15.0
C. Oregon	10.0
SC Oregon	10.0
NE Oregon	16.6
E. Oregon	10.0
TOTAL	13.1

Table 4: Average Sick Time Offered (Days)

To conclude benefits results, the data provided for executive leave was difficult to clean. Several respondents entered data in hours and not days. This was easy to spot and correct in sick time, vacation, and PTO, because of low variability in the data. For example, if a respondent city entered 96 for sick time, this clearly meant 12 days as 11.2 days was the average response. However, executive leave varied wildly with some cities offering 30 days of executive leave but others entering the figure 24. Does this mean 24 days or hours? As a result, the data was declared unreliable and not presented here.

Similarly, overtime rates were consistently “time and a half,” or the hourly rate for that position plus 50% additional. This was consistent across all regions, populations, and positions where it was offered. Therefore, no visualization is presented here.

The survey asked about additional benefits not discussed in the survey. The most common responses were the Public Employees Retirement System (PERS), healthcare, tiered vacation and sick time accrual based on seniority, education reimbursement, and smaller incentives such as cellphone, clothing, and gym allowances.

Position Requirements (Education and Experience)

Across all positions, levels of educational requirements increase as the city size increases. This is likely due to the increased competition for these positions, which also have higher average salaries. The most common required education is the bachelor’s degree (see Figure 6 below) which was a requirement in nearly 50% of all positions. Further, high school degrees or associate degrees were more common in technical positions that required additional state certification (entered in the “other” category).

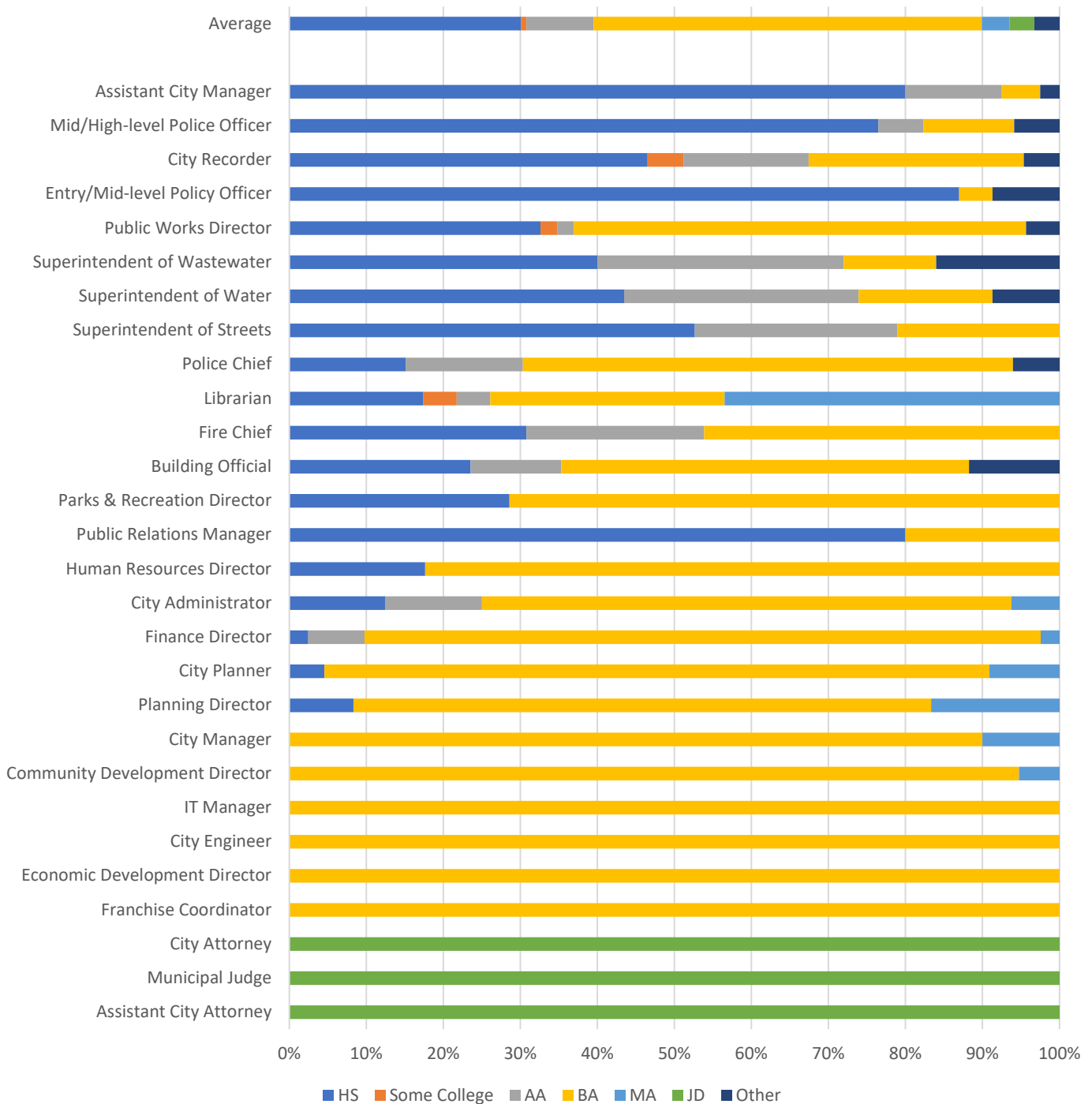


Figure 6: Education Requirements by Position

Advanced degrees such as master’s degrees and juris doctorates were required more often in legal positions as well as for librarians, community development, city planning, and city management. Police chiefs and librarians have some of the most variable educational requirements; some cities required advanced degrees while others asked for a high school degree or other education. While our methodology focused on minimum education, many cities education requirements depended on the individual’s experience; more experience meant lower educational requirements.

With regards to years of experience, the average requirement across all positions was 3.8 years. As is the case in other variables, the amount of experience required for positions increased with population. A city with a population less than

470 required and average of two years of experience, whereas a city with a population greater than 10,200 required average 4.69 years. Figures 7 and 8 below show these experience requirements by population and region. Notice that some regions, especially those east of the Cascades were more likely to require more experience but less education. Eastern Oregon region stands out with the highest average years of experience of 5.43 years.

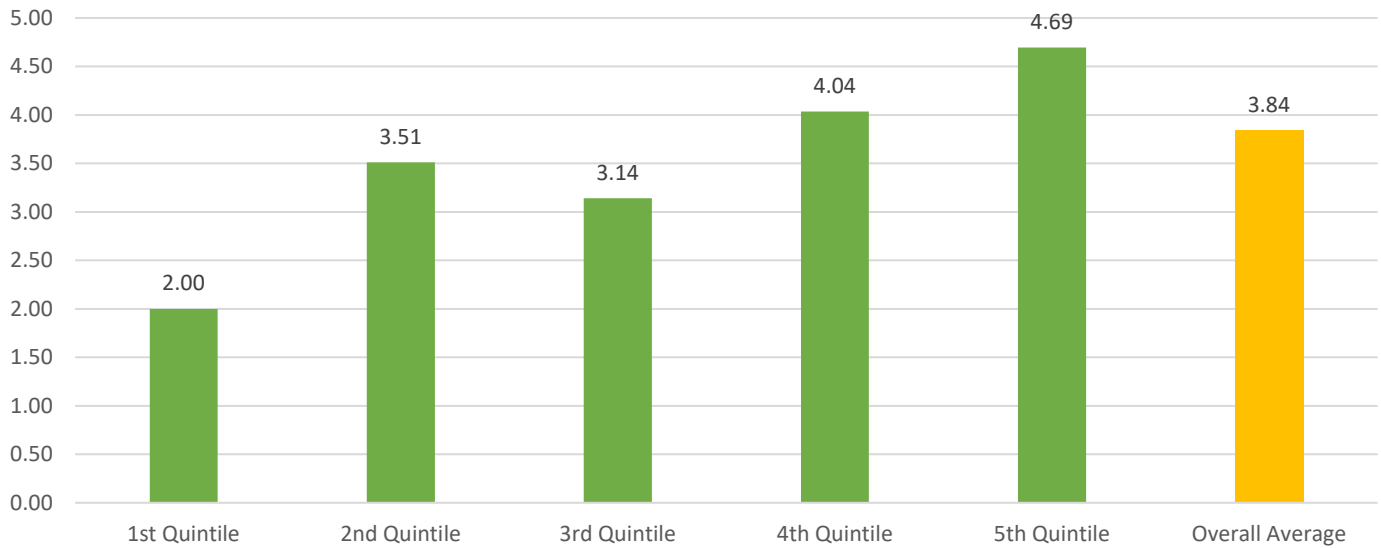


Figure 7: Average Years of Experience Requirement by Population

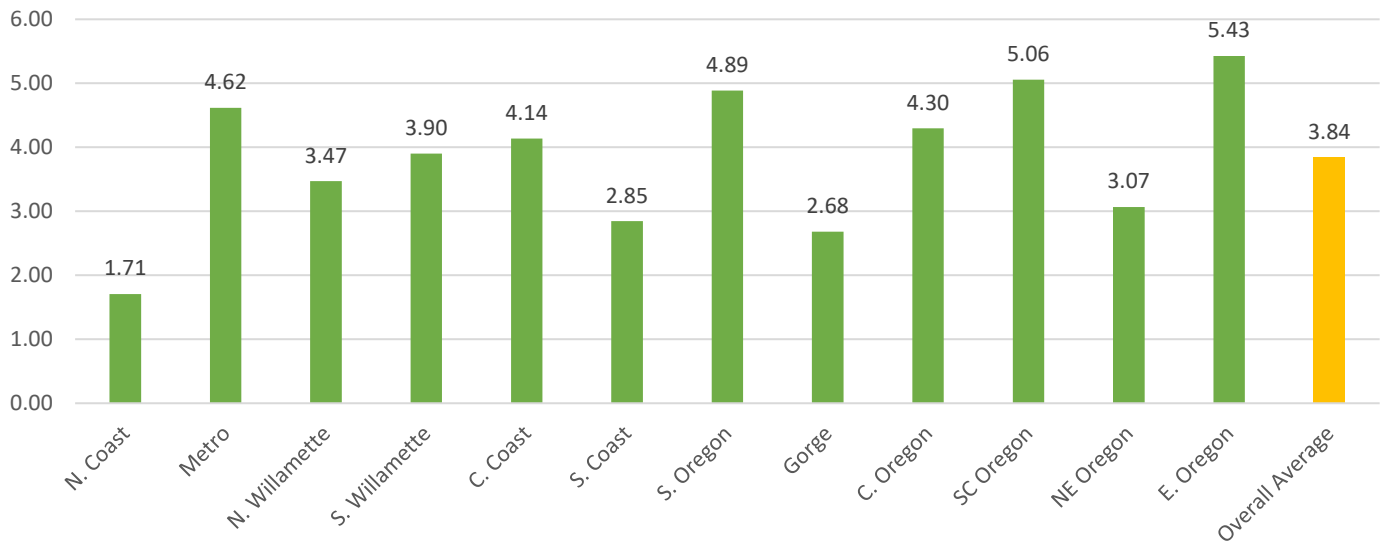


Figure 8: Average Years of Experience by Region

Detailed tables by position for education and experience requirements can be found in **Appendix C**.

Other City Comments

Cities were asked when they had conducted their own salary survey for internal purposes. The average answer was 2018. Interesting is the trend of this by population. Cities in the 5th quintile were the least up to date on their salary evaluation (average 2017), which perhaps speaks to the increased complexity of such studies in cities with larger staff.

When asked which positions were most difficult to fill, the two most cited responses were technical jobs (water, wastewater, utilities, public works) and police officers of all ranks. Others cited leadership roles such as city manager and finance director.

Finally, when asked whether the cities felt their salaries and wages offered were fair to the position’s duties, the majority responded in the affirmative. However, more than a third of respondent cities (both large and small cities and from all regions) were uncertain. Thirteen percent of cities (mostly from 1st and 2nd quintile cities) responded, “no.”

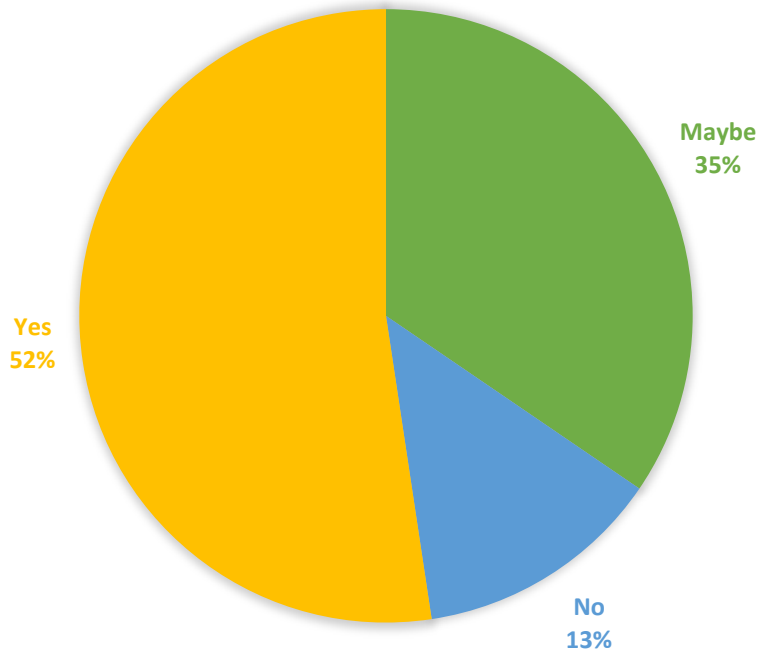


Figure 9: Do you feel your salaries and wages offered are fair to the positions' duties?

Methods

This survey was conducted from April 25 to June 20, 2022, and responses were received from 105 member cities. These cities represent 896,251 residents, or 30% Oregon's population residing in cities. The LOC created the survey with Qualtrics and distributed it to city managers and city recorders.

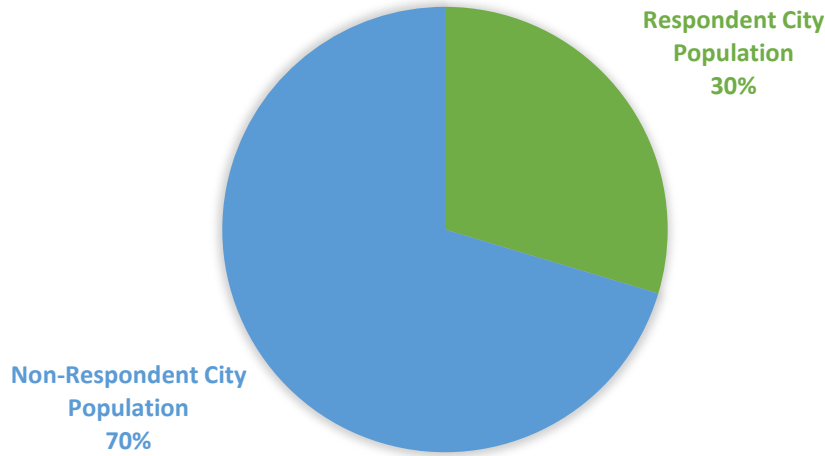


Figure 10: Respondent Population Proportionate to Total Oregon City Population

Cities statewide are divided into population quintiles, or groups that each represent roughly one-fifth of the 241 total cities. This is done to provide more accurate comparison of differences among city populations. If the LOC randomly selected cities from each quintile, we would expect 20% to come from each of the five quintiles. Furthermore, it is assumed that while city councils vary in size, regions and populations average the same amount of city councilors (about five). Among responding cities, the survey had an underrepresentation of cities in the North Coast, North Willamette, Central Coast and Eastern Oregon Regions. The survey had a common overrepresentation of cities in the 4th and 5th quintile as well as underrepresentation in the 1st quintile.

Appendix A: Invitation to Participate

2022 LOC City Employee Salary Survey

The League needs your help—please respond to the LOC Salary Survey by **the deadline: Friday, June 20th at 5pm.**

The League's most requested data information in previous years centered around city wages, salaries, and benefits. For this reason, it was important for LOC to meet this demand first thing in 2018 and again now in 2022. Salary data allows cities to better compare their own salaries with other cities to offer competitive compensation. The data is also useful in planning for future budget needs. Further, this information can be used by LOC to analyze differences in salaries on the basis of population and region. The information gathered in this survey is expected to be available on LOC-Data a week after the close of the survey. A technical report will follow a month later.

This survey should take less than an hour to complete.

Please Note: This survey asks for additional materials. Please submit all answers using the online form. Please use the attached PDF only for information and guidance.

Survey Link Below:

https://orcities.co1.qualtrics.com/jfe/form/SV_aWbkxb7hxZi62cC

Thank you in advance for your participation and quick response. If you have any questions regarding the survey, please contact:

Paul Aljets at:

research@orcities.org



Jayme Hafner, *Interim General Counsel*

503-588-6550 direct: 503-540-6570

1201 Court St. NE, Suite 200, Salem, OR 97301-4194

www.orcities.org



Appendix B: Survey Instrument

City Employee Salary Survey 2022

Q1 Respondent Information:

- City Name: (1) _____
 - Your Name: (2) _____
 - Your Job Title: (3) _____
 - Your Email Address: (4) _____
 - Your Phone Number: (5) _____
-

Q2 Does your city currently employ any staff?

- Yes (1)
- No (2)

Skip To: Q12 If Does your city currently employ any staff? = No

Q3 What is your FTE (Full Time Equivalent) count for the entire city government?

Q4 Please mark the information below for all positions the city staffs. If your city does not employ a specific position listed, please leave this blank. The League recognizes that staff positions differ from city to city; as such, please choose the position that will best reflect your staff's duties or given title.

	# of FTE in City (1)	Average Salary or Annual Wage (2)	Is This Position Contracted Out? (Y/N) (3)
Administrative Assistant (1)			
Assistant City Manager (2)			
Building Official (3)			
City Attorney (4)			
Assistant City Attorney (27)			
City Administrator (5)			
Community Development Director (6)			
City Engineer (7)			
City Manager (8)			

City Recorder (9)			
Economic Development Director (10)			
Fire Chief (11)			
Finance Director (12)			
Franchise Coordinator (13)			
Human Resources Director (14)			
IT Manager (15)			
Librarian (16)			
Municipal Judge (17)			
Police Chief (18)			
Planning Director (19)			

City Planner (20)			
Parks & Recreation Director (21)			
Public Relations Manager (22)			
Public Works Director (23)			
Superintendent of Streets (24)			
Superintendent of Water (25)			
Superintendent of Wastewater (26)			
Entry/Mid-level Policy Officer (29)			
Mid/High-level Police Officer (30)			

Q5 Please mark the information below for all positions the city staffs. If your city does not employ a specific position listed, please leave this blank. The League recognizes that staff position differ from city to city; as such, please choose the

position that will best reflect your staff's duties or given title. If your city does not offer one of the following benefits, please leave this blank.

	# of FTE in City (1)	Average Annual Sick Days (2)	Average Annual Vacation Days (3)	Average Annual Paid Time Off (PTO) (4)	Average Annual Executive Leave (5)	Over Time Rate (6)
Administrative Assistant (1)						
Assistant City Manager (2)						
Building Official (3)						
City Attorney (4)						
Assistant City Attorney (27)						
City Administrator (5)						
Community Development Director (6)						
City Engineer (7)						

City Manager (8)						
City Recorder (9)						
Economic Development Director (10)						
Fire Chief (11)						
Finance Director (12)						
Franchise Coordinator (13)						
Human Resources Director (14)						
IT Manager (15)						
Librarian (16)						

Municipal Judge (17)						
Police Chief (18)						
Planning Director (19)						
City Planner (20)						
Parks & Recreation Director (21)						
Public Relations Manager (22)						
Public Works Director (23)						
Superintendent of Streets (24)						
Superintendent of Water (25)						

Superintendent of Wastewater (26)						
Assistant City Attorney (28)						
Entry/Mid- level Policy Officer (29)						
Mid/High- level Police Officer (30)						

Q6 Please describe any other benefits and perks offered to city employees below:

Q7 Please send a document containing the staff salary and wage schedule to research@orcities.org

Q8 For the following positions, please list the position's required education level and experience to be considered for the position.

	Required Educational Attainment (1)	Required Years of Experience (2)
Administrative Assistant (1)		
Assistant City Manager (2)		
Building Official (3)		
City Attorney (4)		
Assistant City Attorney (30)		
City Administrator (5)		
Community Development Director (6)		
City Engineer (7)		
City Manager (8)		
City Recorder (9)		

Economic Development Director (10)		
Fire Chief (11)		
Finance Director (12)		
Franchise Coordinator (13)		
Human Resources Director (14)		
IT Manager (15)		
Librarian (16)		
Municipal Judge (17)		
Police Chief (18)		
Planning Director (19)		
City Planner (20)		

Parks & Recreation Director (21)		
Public Relations Manager (22)		
Public Works Director (23)		
Superintendent of Streets (24)		
Superintendent of Water (25)		
Superintendent of Wastewater (26)		
Entry/Mid-level Policy Officer (28)		
Mid/High-level Police Officer (29)		

Q9 When was the last time your city conducted a salary survey for its own purposes?

Q10 Historically, what positions have your city had the most difficulty filling and why?

Q11 Do you feel your salaries and wages offered are fair to the positions' duties?

- Yes (1)
- No (2)
- Maybe (3)

Q12 Do you have any additional comments about this survey?

Appendix C: Responses by Question

Salary

Administrative Assistant	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$35,209
3rd Quintile	\$53,467
4th Quintile	\$54,069
5th Quintile	\$54,683
TOTAL	\$51,955
Region	
N. Coast	\$95,998
Metro	\$64,716
N. Willamette	\$45,796
S. Willamette	\$45,254
C. Coast	\$41,469
S. Coast	\$50,463
S. Oregon	\$51,571
Gorge	\$46,834
C. Oregon	\$52,395
SC Oregon	\$46,090
NE Oregon	\$44,579
E. Oregon	\$46,978
TOTAL	\$51,955

C. Oregon	\$116,412
SC Oregon	NA
NE Oregon	\$91,891
E. Oregon	\$76,498
TOTAL	\$95,045

City Attorney	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$101,145
5th Quintile	\$147,456
TOTAL	\$133,206
Region	
N. Coast	NA
Metro	\$143,167
N. Willamette	NA
S. Willamette	NA
C. Coast	\$111,526
S. Coast	NA
S. Oregon	\$139,837
Gorge	NA
C. Oregon	\$141,504
SC Oregon	\$139,000
NE Oregon	\$132,130
E. Oregon	NA
TOTAL	\$133,206

City Administrator	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$113,000
3rd Quintile	\$78,362
4th Quintile	\$123,265
5th Quintile	\$161,650
TOTAL	\$103,132
Region	
N. Coast	\$124,354
Metro	\$127,935
N. Willamette	\$93,749
S. Willamette	\$110,546
C. Coast	\$34,944
S. Coast	\$103,435
S. Oregon	\$102,496
Gorge	\$100,000
C. Oregon	\$165,000
SC Oregon	NA
NE Oregon	\$67,819
E. Oregon	\$70,967
TOTAL	\$103,132

4th Quintile	\$103,841
5th Quintile	\$117,020
TOTAL	\$113,979
Region	
N. Coast	\$86,000
Metro	\$121,172
N. Willamette	NA
S. Willamette	\$118,996
C. Coast	\$106,214
S. Coast	NA
S. Oregon	NA
Gorge	\$98,521
C. Oregon	\$134,176
SC Oregon	\$114,220
NE Oregon	NA
E. Oregon	NA
TOTAL	\$113,979

Assistant City Manager	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$89,714
5th Quintile	\$133,572
TOTAL	\$116,516
Region	
N. Coast	NA
Metro	\$125,621
N. Willamette	\$107,419
S. Willamette	\$82,662
C. Coast	\$94,184
S. Coast	\$52,915
S. Oregon	\$142,392
Gorge	\$127,292
C. Oregon	\$146,460
SC Oregon	NA
NE Oregon	\$128,618
E. Oregon	NA
TOTAL	\$116,516

Assistant City Attorney	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	\$115,481
TOTAL	\$115,481
Region	
N. Coast	NA
Metro	\$126,051
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	\$94,342
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	\$115,481

Community Development Director	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$39,943
3rd Quintile	\$64,620
4th Quintile	\$101,179
5th Quintile	\$122,376
TOTAL	\$107,441
Region	
N. Coast	NA
Metro	\$120,834
N. Willamette	\$110,377
S. Willamette	\$77,043
C. Coast	\$100,709
S. Coast	NA
S. Oregon	\$129,371
Gorge	\$108,985
C. Oregon	\$106,383
SC Oregon	\$132,300
NE Oregon	\$105,554
E. Oregon	\$75,020
TOTAL	\$107,441

City Manager	
#	
Quintile	
1st Quintile	\$70,000
2nd Quintile	\$60,441
3rd Quintile	\$94,338
4th Quintile	\$124,292
5th Quintile	\$163,104
TOTAL	\$127,376
Region	
N. Coast	\$70,000
Metro	\$145,345
N. Willamette	\$128,560
S. Willamette	\$104,825
C. Coast	\$135,752
S. Coast	\$111,238
S. Oregon	\$149,427
Gorge	\$146,750
C. Oregon	\$131,997
SC Oregon	\$121,700
NE Oregon	\$118,274
E. Oregon	\$98,710
TOTAL	\$127,376

Building Official	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	\$29,120
4th Quintile	\$78,769
5th Quintile	\$104,866
TOTAL	\$95,045
Region	
N. Coast	\$106,000
Metro	\$105,740
N. Willamette	\$92,280
S. Willamette	\$99,456
C. Coast	\$56,254
S. Coast	\$81,400
S. Oregon	\$117,364
Gorge	NA

City Engineer	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA

City Recorder	
#	
Quintile	
1st Quintile	\$30,264
2nd Quintile	\$47,005
3rd Quintile	\$53,334
4th Quintile	\$65,314
5th Quintile	\$83,287
TOTAL	\$63,898
Region	
N. Coast	\$91,000
Metro	\$76,961
N. Willamette	\$60,848

S. Willamette	\$60,502
C. Coast	\$71,474
S. Coast	\$50,984
S. Oregon	\$73,545
Gorge	\$69,520
C. Oregon	\$63,286
SC Oregon	\$54,492
NE Oregon	\$57,508
E. Oregon	\$50,013
TOTAL	\$63,898

SC Oregon	\$20,000
NE Oregon	\$71,957
E. Oregon	\$80,591
TOTAL	\$87,028

Economic Development Director	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$99,768
5th Quintile	\$107,282
TOTAL	\$104,276
Region	
N. Coast	NA
Metro	\$130,122
N. Willamette	\$103,464
S. Willamette	\$50,952
C. Coast	\$115,211
S. Coast	NA
S. Oregon	\$148,512
Gorge	NA
C. Oregon	\$99,132
SC Oregon	NA
NE Oregon	\$88,416
E. Oregon	NA
TOTAL	\$104,276

Finance Director	
#	
Quintile	
1st Quintile	\$60,000
2nd Quintile	\$71,753
3rd Quintile	\$56,571
4th Quintile	\$97,044
5th Quintile	\$125,479
TOTAL	\$98,804
Region	
N. Coast	\$77,392
Metro	\$123,895
N. Willamette	\$94,912
S. Willamette	\$94,589
C. Coast	\$91,782
S. Coast	\$91,566
S. Oregon	\$104,768
Gorge	\$89,839
C. Oregon	\$118,828
SC Oregon	\$88,975
NE Oregon	\$82,303
E. Oregon	\$81,616
TOTAL	\$98,804

Human Resources Director	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	\$43,200
4th Quintile	\$86,774
5th Quintile	\$113,974
TOTAL	\$103,339
Region	
N. Coast	NA
Metro	\$133,343
N. Willamette	NA
S. Willamette	\$107,931
C. Coast	\$91,311
S. Coast	NA
S. Oregon	\$130,949
Gorge	\$108,958
C. Oregon	\$95,736
SC Oregon	NA
NE Oregon	\$80,962
E. Oregon	\$64,590
TOTAL	\$103,339

Librarian	
#	
Quintile	
1st Quintile	\$24,048
2nd Quintile	\$38,404
3rd Quintile	\$51,461
4th Quintile	\$64,534
5th Quintile	\$82,290
TOTAL	\$64,506
Region	
N. Coast	\$74,000
Metro	\$66,061
N. Willamette	\$68,685
S. Willamette	\$60,649
C. Coast	\$69,306
S. Coast	\$49,162
S. Oregon	\$88,922
Gorge	\$100,887
C. Oregon	NA
SC Oregon	NA
NE Oregon	\$58,680
E. Oregon	NA
TOTAL	\$64,506

Franchise Coordinator	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$84,396
5th Quintile	NA
TOTAL	\$84,396
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	\$84,396
E. Oregon	NA
TOTAL	\$84,396

IT Manager	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$80,194
5th Quintile	\$110,356
TOTAL	\$100,759
Region	
N. Coast	NA
Metro	\$104,970
N. Willamette	NA
S. Willamette	\$113,318
C. Coast	\$86,717
S. Coast	\$65,400
S. Oregon	\$120,425
Gorge	\$95,710
C. Oregon	\$100,702
SC Oregon	\$108,800
NE Oregon	\$91,472
E. Oregon	NA
TOTAL	\$100,759

Municipal Judge	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$3,300
3rd Quintile	\$12,995
4th Quintile	\$29,075
5th Quintile	\$56,332
TOTAL	\$41,170
Region	
N. Coast	NA
Metro	\$68,128
N. Willamette	\$31,419
S. Willamette	\$22,990
C. Coast	\$58,639
S. Coast	\$3,900
S. Oregon	\$66,629
Gorge	\$17,738
C. Oregon	NA
SC Oregon	\$22,200
NE Oregon	\$38,055
E. Oregon	NA
TOTAL	\$41,170

Fire Chief	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$10,400
3rd Quintile	\$39,068
4th Quintile	\$98,049
5th Quintile	\$125,688
TOTAL	\$87,028
Region	
N. Coast	\$75,000
Metro	\$147,332
N. Willamette	\$107,419
S. Willamette	NA
C. Coast	\$91,214
S. Coast	\$44,546
S. Oregon	\$149,233
Gorge	\$84,702
C. Oregon	NA

Police Chief	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$73,788
3rd Quintile	\$78,382
4th Quintile	\$99,940
5th Quintile	\$132,196
TOTAL	\$110,015
Region	
N. Coast	\$111,446
Metro	\$140,545
N. Willamette	\$103,896
S. Willamette	\$109,527
C. Coast	\$103,910
S. Coast	\$91,035
S. Oregon	\$117,806
Gorge	\$119,859
C. Oregon	\$130,269
SC Oregon	\$98,283
NE Oregon	\$104,100
E. Oregon	\$82,670
TOTAL	\$110,015

Planning Director	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	\$99,368
5th Quintile	\$113,982
TOTAL	\$109,997
Region	
N. Coast	NA
Metro	\$122,650
N. Willamette	NA
S. Willamette	NA
C. Coast	\$109,699
S. Coast	\$74,422
S. Oregon	\$126,810
Gorge	\$113,984
C. Oregon	\$88,454
SC Oregon	NA
NE Oregon	\$113,379
E. Oregon	NA
TOTAL	\$109,997

City Planner	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$44,817
3rd Quintile	\$39,869
4th Quintile	\$70,426
5th Quintile	\$80,020
TOTAL	\$71,450
Region	
N. Coast	\$120,000
Metro	\$68,489
N. Willamette	\$62,779
S. Willamette	\$60,960
C. Coast	\$52,812
S. Coast	\$52,541
S. Oregon	\$86,778
Gorge	\$78,824
C. Oregon	\$71,841
SC Oregon	\$98,830
NE Oregon	\$84,846
E. Oregon	NA
TOTAL	\$71,450

Parks & Recreation Director	
#	
Quintile	
1st Quintile	\$35,360
2nd Quintile	NA
3rd Quintile	\$39,400
4th Quintile	\$86,301

5th Quintile	\$109,719
TOTAL	\$93,876
Region	
N. Coast	\$75,000
Metro	\$137,740
N. Willamette	\$89,730
S. Willamette	NA
C. Coast	\$96,423
S. Coast	\$81,400
S. Oregon	\$119,360
Gorge	\$35,360
C. Oregon	NA
SC Oregon	NA
NE Oregon	\$85,967
E. Oregon	\$62,302
TOTAL	\$93,876

S. Oregon	\$87,646
Gorge	NA
C. Oregon	\$127,632
SC Oregon	\$57,685
NE Oregon	NA
E. Oregon	NA
TOTAL	\$82,930

Public Works Director	
#	
Quintile	
1st Quintile	\$39,283
2nd Quintile	\$61,546
3rd Quintile	\$68,695
4th Quintile	\$92,074
5th Quintile	\$129,946
TOTAL	\$90,799
Region	
N. Coast	\$87,004
Metro	\$112,659
N. Willamette	\$88,861
S. Willamette	\$91,883
C. Coast	\$107,410
S. Coast	\$72,419
S. Oregon	\$105,515
Gorge	\$74,225
C. Oregon	\$90,467
SC Oregon	\$85,877
NE Oregon	\$79,855
E. Oregon	\$65,685
TOTAL	\$90,799

Public Relations Manager	
#	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	\$42,000
4th Quintile	NA
5th Quintile	\$93,162
TOTAL	\$82,930
Region	
N. Coast	\$84,000
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA

Superintendent of Streets	
#	
Quintile	
1st Quintile	\$7,220
2nd Quintile	NA
3rd Quintile	\$38,400
4th Quintile	\$56,661
5th Quintile	\$91,881
TOTAL	\$75,156
Region	
N. Coast	NA
Metro	\$91,898
N. Willamette	\$79,556
S. Willamette	\$27,243
C. Coast	\$80,160
S. Coast	\$64,300
S. Oregon	\$98,379
Gorge	\$92,325
C. Oregon	\$83,215
SC Oregon	\$98,830
NE Oregon	\$61,612

E. Oregon	\$62,302
TOTAL	\$75,156

Superintendent of Water	
#	
Quintile	
1st Quintile	\$40,560
2nd Quintile	\$47,952
3rd Quintile	\$75,000
4th Quintile	\$56,424
5th Quintile	\$86,224
TOTAL	\$71,275
Region	
N. Coast	\$82,000
Metro	\$80,650
N. Willamette	\$79,556
S. Willamette	\$49,766
C. Coast	\$77,580
S. Coast	\$61,417
S. Oregon	\$70,771

Gorge	\$95,095
C. Oregon	\$88,566
SC Oregon	\$65,597
NE Oregon	\$71,326
E. Oregon	\$40,560
TOTAL	\$71,275

Sup. of Wastewater	
#	
Quintile	
1st Quintile	\$39,520
2nd Quintile	\$48,391
3rd Quintile	\$57,903
4th Quintile	\$64,939
5th Quintile	\$95,520
TOTAL	\$72,883
Region	

N. Coast	NA
Metro	\$108,517
N. Willamette	NA
S. Willamette	\$49,386
C. Coast	\$77,580
S. Coast	\$68,077
S. Oregon	\$62,033
Gorge	\$92,325
C. Oregon	\$71,783
SC Oregon	\$67,972
NE Oregon	\$73,558
E. Oregon	\$47,320
TOTAL	\$72,883

E. Oregon	\$42,000
TOTAL	\$63,399

Entry/Mid Police Officer	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$55,419
3rd Quintile	\$55,207
4th Quintile	\$59,226
5th Quintile	\$70,459
TOTAL	\$63,399
Region	
N. Coast	\$69,413
Metro	\$82,416
N. Willamette	\$64,275
S. Willamette	\$55,458
C. Coast	\$65,578
S. Coast	\$53,212
S. Oregon	\$63,194
Gorge	NA
C. Oregon	\$71,057
SC Oregon	NA
NE Oregon	\$63,089

Mid/High Police Officer	
#	
Quintile	
1st Quintile	NA
2nd Quintile	\$59,442
3rd Quintile	\$60,095
4th Quintile	\$75,952
5th Quintile	\$88,667
TOTAL	\$78,006
Region	
N. Coast	\$77,000
Metro	\$99,814
N. Willamette	\$74,758
S. Willamette	\$75,586
C. Coast	\$78,600
S. Coast	\$66,918
S. Oregon	\$81,073
Gorge	\$98,521
C. Oregon	\$92,292
SC Oregon	\$63,078
NE Oregon	\$75,810
E. Oregon	\$50,400
TOTAL	\$78,006

Sick Time

Administrative Assistant - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	8.0
3rd Quintile	10.8
4th Quintile	11.2
5th Quintile	11.7
TOTAL	11.1
Region	
N. Coast	12.0
Metro	11.4
N. Willamette	12.0
S. Willamette	10.7
C. Coast	8.2
S. Coast	12.0
S. Oregon	11.8

Gorge	12.0
C. Oregon	12.0
SC Oregon	8.0
NE Oregon	12.0
E. Oregon	12.0
TOTAL	11.1

Assistant City Manager - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.8

Region	
N. Coast	NA
Metro	10.9
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	NA
NE Oregon	15.0
E. Oregon	NA
TOTAL	11.8

Building Official - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	5.0
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.5
Region	
N. Coast	12.0
Metro	9.3
N. Willamette	12.0
S. Willamette	12.0
C. Coast	8.5
S. Coast	12.0
S. Oregon	12.0
Gorge	NA
C. Oregon	12.0
SC Oregon	NA
NE Oregon	12.8
E. Oregon	12.0
TOTAL	11.5

City Attorney - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.8
Region	
N. Coast	NA
Metro	10.2
N. Willamette	NA
S. Willamette	12.0
C. Coast	12.0
S. Coast	NA
S. Oregon	12.0
Gorge	NA
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	13.5
E. Oregon	NA
TOTAL	11.8

Assistant City Attorney - Average Annual Sick Days	
Quintile	
1st Quintile	NA

2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	10.2
TOTAL	10.2
Region	
N. Coast	NA
Metro	9.3
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	12.0
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	10.2

City Administrator - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	11.6
4th Quintile	12.0
5th Quintile	12.0
TOTAL	11.8
Region	
N. Coast	12.0
Metro	12.0
N. Willamette	14.0
S. Willamette	12.0
C. Coast	6.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	NA
NE Oregon	12.0
E. Oregon	12.0
TOTAL	11.8

Community Development Director - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	12.0
5th Quintile	11.6
TOTAL	11.8
Region	
N. Coast	NA

Metro	10.9
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	NA
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.0
E. Oregon	12.0
TOTAL	11.8

City Engineer - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.5
TOTAL	11.6
Region	
N. Coast	12.0
Metro	10.5
N. Willamette	NA
S. Willamette	12.0
C. Coast	12.0
S. Coast	NA
S. Oregon	NA
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	NA
E. Oregon	NA
TOTAL	11.6

City Manager - Average Annual Sick Days	
Quintile	
1st Quintile	13.0
2nd Quintile	11.1
3rd Quintile	8.8
4th Quintile	11.9
5th Quintile	11.9
TOTAL	11.5
Region	
N. Coast	13.0
Metro	10.6

N. Willamette	10.3
S. Willamette	12.1
C. Coast	12.0
S. Coast	12.0
S. Oregon	11.8
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	11.1
E. Oregon	12.0
TOTAL	11.5

S. Willamette	12.0
C. Coast	12.0
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	12.0
SC Oregon	NA
NE Oregon	12.0
E. Oregon	NA
TOTAL	12.0

S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	10.9
E. Oregon	12.0
TOTAL	11.5

City Recorder - Average Annual Sick Days	
Quintile	
1st Quintile	6.9
2nd Quintile	12.0
3rd Quintile	10.8
4th Quintile	11.9
5th Quintile	11.9
TOTAL	11.4
Region	
N. Coast	12.0
Metro	11.3
N. Willamette	12.7
S. Willamette	11.7
C. Coast	12.0
S. Coast	12.0
S. Oregon	11.8
Gorge	10.3
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	10.7
E. Oregon	10.5
TOTAL	11.4

Fire Chief - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	10.0
5th Quintile	12.0
TOTAL	11.3
Region	
N. Coast	12.0
Metro	12.0
N. Willamette	12.0
S. Willamette	NA
C. Coast	12.0
S. Coast	12.0
S. Oregon	9.0
Gorge	12.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	12.0
E. Oregon	12.0
TOTAL	11.3

Franchise Coordinator - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	NA
TOTAL	12.0
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	12.0
E. Oregon	NA
TOTAL	12.0

Economic Development Director - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	12.0
TOTAL	12.0
Region	
N. Coast	NA
Metro	12.0
N. Willamette	12.0

Finance Director - Average Annual Sick Days	
Quintile	
1st Quintile	13.0
2nd Quintile	12.0
3rd Quintile	8.9
4th Quintile	12.0
5th Quintile	11.9
TOTAL	11.5
Region	
N. Coast	10.3
Metro	11.4
N. Willamette	10.3
S. Willamette	12.0
C. Coast	12.0

Human Resources Director - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.9
Region	
N. Coast	NA
Metro	10.2
N. Willamette	NA
S. Willamette	12.0
C. Coast	12.0
S. Coast	NA
S. Oregon	12.0
Gorge	12.0

C. Oregon	12.0
SC Oregon	NA
NE Oregon	12.8
E. Oregon	12.0
TOTAL	11.9

E. Oregon	NA
TOTAL	11.3

TOTAL	11.9
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IT Manager - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.9
Region	
N. Coast	NA
Metro	10.2
N. Willamette	NA
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	13.5
E. Oregon	NA
TOTAL	11.9

Municipal Judge - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	1.0
4th Quintile	12.0
5th Quintile	6.9
TOTAL	7.5
Region	
N. Coast	NA
Metro	9.3
N. Willamette	NA
S. Willamette	NA
C. Coast	12.0
S. Coast	NA
S. Oregon	NA
Gorge	3.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	6.3
E. Oregon	NA
TOTAL	7.5

Planning Director - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	12.4
TOTAL	12.3
Region	
N. Coast	NA
Metro	12.0
N. Willamette	NA
S. Willamette	NA
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	NA
NE Oregon	15.0
E. Oregon	NA
TOTAL	12.3

Librarian - Average Annual Sick Days	
Quintile	
1st Quintile	5.4
2nd Quintile	11.3
3rd Quintile	9.6
4th Quintile	12.0
5th Quintile	11.8
TOTAL	11.3
Region	
N. Coast	12.0
Metro	10.8
N. Willamette	10.3
S. Willamette	11.1
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	11.3

Police Chief - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	11.9
5th Quintile	11.9
TOTAL	11.9
Region	
N. Coast	12.0
Metro	10.6
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	11.9
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.5
E. Oregon	12.0

City Planner - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	9.0
4th Quintile	12.0
5th Quintile	12.1
TOTAL	11.8
Region	
N. Coast	12.0
Metro	12.3
N. Willamette	12.0
S. Willamette	12.0
C. Coast	10.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.0
E. Oregon	NA
TOTAL	11.8

Parks & Recreation Director - Average Annual Sick Days	
Quintile	
1st Quintile	5.0
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	12.3
TOTAL	11.7
Region	
N. Coast	12.0
Metro	12.0
N. Willamette	12.0
S. Willamette	NA
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	5.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	12.8
E. Oregon	12.0
TOTAL	11.7

Public Works Director - Average Annual Sick Days	
Quintile	
1st Quintile	9.2
2nd Quintile	12.0
3rd Quintile	10.8
4th Quintile	12.0
5th Quintile	11.7
TOTAL	11.5
Region	
N. Coast	12.3
Metro	11.4
N. Willamette	11.0
S. Willamette	11.7
C. Coast	12.0
S. Coast	12.0
S. Oregon	11.9
Gorge	9.7
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	10.5
E. Oregon	12.0
TOTAL	11.5

Superintendent of Water - Average Annual Sick Days	
Quintile	
1st Quintile	6.0
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	12.0
5th Quintile	11.5
TOTAL	11.5
Region	
N. Coast	12.0
Metro	9.3
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.5
E. Oregon	6.0
TOTAL	11.5

Public Relations Manager - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	12.0
TOTAL	12.0
Region	
N. Coast	12.0
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	12.0
Gorge	NA
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	NA
E. Oregon	NA
TOTAL	12.0

Superintendent of Streets - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.0
5th Quintile	11.4
TOTAL	11.6
Region	
N. Coast	NA
Metro	6.5
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.8
E. Oregon	12.0
TOTAL	11.6

Superintendent of Wastewater - Average Annual Sick Days	
Quintile	
1st Quintile	6.0
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	12.0
5th Quintile	11.9
TOTAL	11.7
Region	
N. Coast	NA
Metro	10.9
N. Willamette	NA
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0

S. Oregon	12.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.5
E. Oregon	9.0
TOTAL	11.7

Metro	11.7
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	13.0
Gorge	12.0
C. Oregon	12.0
SC Oregon	NA
NE Oregon	12.5
E. Oregon	12.0
TOTAL	12.2

4th Quintile	11.9
5th Quintile	12.4
TOTAL	12.2
Region	
N. Coast	12.0
Metro	11.3
N. Willamette	12.0
S. Willamette	12.0
C. Coast	12.0
S. Coast	12.0
S. Oregon	12.7
Gorge	12.0
C. Oregon	12.0
SC Oregon	12.0
NE Oregon	12.5
E. Oregon	12.0
TOTAL	12.2

Entry/Mid-level Policy Officer - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	11.9
5th Quintile	12.6
TOTAL	12.2
Region	
N. Coast	12.0

Mid/High-level Police Officer - Average Annual Sick Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0

Vacation

Administrative Assistant - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	11.8
3rd Quintile	10.7
4th Quintile	14.1
5th Quintile	14.6
TOTAL	13.6
Region	
N. Coast	11.5
Metro	16.0
N. Willamette	15.5
S. Willamette	16.3
C. Coast	11.0
S. Coast	12.3
S. Oregon	14.2
Gorge	13.5
C. Oregon	13.0
SC Oregon	7.3
NE Oregon	12.7
E. Oregon	12.0
TOTAL	13.6

5th Quintile	18.7
TOTAL	17.1
Region	
N. Coast	NA
Metro	17.8
N. Willamette	11.0
S. Willamette	13.0
C. Coast	21.0
S. Coast	10.0
S. Oregon	21.0
Gorge	15.0
C. Oregon	16.0
SC Oregon	NA
NE Oregon	24.0
E. Oregon	NA
TOTAL	17.1

5th Quintile	17.3
TOTAL	16.8
Region	
N. Coast	13.0
Metro	19.0
N. Willamette	14.5
S. Willamette	10.0
C. Coast	9.5
S. Coast	20.0
S. Oregon	22.0
Gorge	NA
C. Oregon	20.0
SC Oregon	NA
NE Oregon	16.5
E. Oregon	24.0
TOTAL	16.8

Assistant City Manager - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	14.8

Building Official - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	7.0
4th Quintile	17.8

City Attorney - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	14.3
5th Quintile	19.4
TOTAL	18.1
Region	
N. Coast	NA
Metro	22.0
N. Willamette	NA

S. Willamette	20.0
C. Coast	14.3
S. Coast	NA
S. Oregon	23.0
Gorge	NA
C. Oregon	16.0
SC Oregon	4.5
NE Oregon	22.0
E. Oregon	NA
TOTAL	18.1

C. Oregon	25.0
SC Oregon	NA
NE Oregon	15.0
E. Oregon	12.0
TOTAL	16.1

Assistant City Attorney - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	23.5
TOTAL	23.5
Region	
N. Coast	NA
Metro	19.0
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	28.0
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	23.5

Community Development Director - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.0
4th Quintile	14.4
5th Quintile	18.2
TOTAL	16.1
Region	
N. Coast	NA
Metro	15.8
N. Willamette	18.0
S. Willamette	14.7
C. Coast	15.5
S. Coast	NA
S. Oregon	20.0
Gorge	12.0
C. Oregon	16.0
SC Oregon	18.0
NE Oregon	15.7
E. Oregon	12.0
TOTAL	16.1

City Manager - Average Annual Vacation Days	
Quintile	
1st Quintile	15.0
2nd Quintile	11.3
3rd Quintile	23.2
4th Quintile	16.4
5th Quintile	18.9
TOTAL	17.6
Region	
N. Coast	15.0
Metro	16.5
N. Willamette	19.8
S. Willamette	12.5
C. Coast	18.3
S. Coast	17.5
S. Oregon	21.0
Gorge	13.5
C. Oregon	19.3
SC Oregon	18.0
NE Oregon	17.6
E. Oregon	21.0
TOTAL	17.6

City Administrator - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	15.0
3rd Quintile	15.6
4th Quintile	15.4
5th Quintile	19.0
TOTAL	16.1
Region	
N. Coast	14.0
Metro	19.0
N. Willamette	14.0
S. Willamette	12.5
C. Coast	7.0
S. Coast	13.5
S. Oregon	17.5
Gorge	25.0

City Engineer - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	15.3
5th Quintile	18.0
TOTAL	17.2
Region	
N. Coast	13.0
Metro	19.5
N. Willamette	NA
S. Willamette	30.0
C. Coast	15.5
S. Coast	NA
S. Oregon	NA
Gorge	13.5
C. Oregon	14.0
SC Oregon	18.0
NE Oregon	NA
E. Oregon	NA
TOTAL	17.2

City Recorder - Average Annual Vacation Days	
Quintile	
1st Quintile	9.2
2nd Quintile	12.8
3rd Quintile	18.0
4th Quintile	13.4
5th Quintile	18.9
TOTAL	15.4
Region	
N. Coast	13.0
Metro	19.0
N. Willamette	16.7
S. Willamette	12.3
C. Coast	13.3
S. Coast	13.8
S. Oregon	16.6
Gorge	19.0
C. Oregon	18.5
SC Oregon	14.0
NE Oregon	15.8
E. Oregon	11.8
TOTAL	15.4

Economic Development Director - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	11.7
5th Quintile	15.4
TOTAL	14.0
Region	
N. Coast	NA
Metro	25.0
N. Willamette	11.0
S. Willamette	10.0
C. Coast	10.0
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	14.0
SC Oregon	NA
NE Oregon	14.0
E. Oregon	NA
TOTAL	14.0

Fire Chief - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	15.0
3rd Quintile	10.7
4th Quintile	19.4
5th Quintile	18.3
TOTAL	17.0
Region	
N. Coast	10.0
Metro	19.0
N. Willamette	11.0
S. Willamette	NA
C. Coast	16.5
S. Coast	20.0
S. Oregon	23.7
Gorge	12.5
C. Oregon	NA
SC Oregon	NA
NE Oregon	13.5
E. Oregon	18.0
TOTAL	17.0

Finance Director - Average Annual Vacation Days	
Quintile	
1st Quintile	15.0
2nd Quintile	14.7
3rd Quintile	17.2
4th Quintile	15.1
5th Quintile	17.9
TOTAL	16.4
Region	
N. Coast	12.7
Metro	18.5
N. Willamette	19.8
S. Willamette	15.5
C. Coast	13.7
S. Coast	12.3
S. Oregon	17.8
Gorge	18.5
C. Oregon	14.3
SC Oregon	18.0
NE Oregon	15.7
E. Oregon	24.0
TOTAL	16.4

Franchise Coordinator - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	15.0
5th Quintile	NA
TOTAL	15.0
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	15.0
E. Oregon	NA
TOTAL	15.0

Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	17.0
5th Quintile	19.7
TOTAL	18.9
Region	
N. Coast	NA
Metro	22.0
N. Willamette	NA
S. Willamette	17.0
C. Coast	15.5
S. Coast	NA
S. Oregon	22.0
Gorge	12.0
C. Oregon	15.0
SC Oregon	NA
NE Oregon	17.8
E. Oregon	24.0
TOTAL	18.9

IT Manager - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	14.6
5th Quintile	21.0
TOTAL	19.1
Region	
N. Coast	NA
Metro	22.0
N. Willamette	NA
S. Willamette	24.0
C. Coast	14.3
S. Coast	15.0
S. Oregon	24.3
Gorge	13.5
C. Oregon	18.0
SC Oregon	18.0
NE Oregon	19.5
E. Oregon	NA
TOTAL	19.1

Human Resources Director - Average Annual Vacation Days	
1st Quintile	6.0
2nd Quintile	14.3

Librarian - Average Annual Vacation Days	
Quintile	
1st Quintile	6.0
2nd Quintile	14.3

3rd Quintile	19.8
4th Quintile	14.4
5th Quintile	16.8
TOTAL	15.8
Region	
N. Coast	13.0
Metro	17.8
N. Willamette	19.8
S. Willamette	16.4
C. Coast	13.8
S. Coast	13.3
S. Oregon	20.0
Gorge	12.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	14.8
E. Oregon	NA
TOTAL	15.8

TOTAL	18.0
Region	
N. Coast	16.5
Metro	18.7
N. Willamette	16.3
S. Willamette	18.5
C. Coast	14.3
S. Coast	16.0
S. Oregon	22.6
Gorge	13.5
C. Oregon	18.0
SC Oregon	19.0
NE Oregon	17.0
E. Oregon	18.0
TOTAL	18.0

Metro	14.9
N. Willamette	11.0
S. Willamette	10.7
C. Coast	9.7
S. Coast	15.0
S. Oregon	19.3
Gorge	13.5
C. Oregon	14.0
SC Oregon	18.0
NE Oregon	12.5
E. Oregon	NA
TOTAL	13.7

Municipal Judge - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	12.5
5th Quintile	11.3
TOTAL	11.8
Region	
N. Coast	NA
Metro	19.0
N. Willamette	NA
S. Willamette	NA
C. Coast	10.0
S. Coast	NA
S. Oregon	NA
Gorge	3.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	13.5
E. Oregon	NA
TOTAL	11.8

Planning Director - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	13.3
5th Quintile	22.1
TOTAL	19.5
Region	
N. Coast	NA
Metro	22.0
N. Willamette	NA
S. Willamette	NA
C. Coast	10.0
S. Coast	15.0
S. Oregon	24.3
Gorge	15.0
C. Oregon	14.0
SC Oregon	NA
NE Oregon	24.0
E. Oregon	NA
TOTAL	19.5

Parks & Recreation Director - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	19.0
5th Quintile	17.7
TOTAL	18.2
Region	
N. Coast	13.0
Metro	19.0
N. Willamette	11.0
S. Willamette	NA
C. Coast	15.5
S. Coast	25.0
S. Oregon	23.5
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	15.3
E. Oregon	24.0
TOTAL	18.2

Police Chief - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	17.5
3rd Quintile	15.8
4th Quintile	17.4
5th Quintile	19.4

City Planner - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	8.5
4th Quintile	13.4
5th Quintile	14.8
TOTAL	13.7
Region	
N. Coast	13.0

Public Relations Manager - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	18.8
TOTAL	18.8
Region	
N. Coast	13.0
Metro	NA
N. Willamette	NA
S. Willamette	NA

C. Coast	NA
S. Coast	NA
S. Oregon	28.0
Gorge	NA
C. Oregon	16.0
SC Oregon	18.0
NE Oregon	NA
E. Oregon	NA
TOTAL	18.8

Gorge	12.0
C. Oregon	20.5
SC Oregon	18.0
NE Oregon	17.8
E. Oregon	24.0
TOTAL	18.2

2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	19.0
TOTAL	19.0

Public Works Director - Average Annual Vacation Days	
Quintile	
1st Quintile	11.7
2nd Quintile	16.6
3rd Quintile	18.3
4th Quintile	16.8
5th Quintile	18.6
TOTAL	17.3
Region	
N. Coast	16.0
Metro	17.8
N. Willamette	20.0
S. Willamette	17.2
C. Coast	14.3
S. Coast	14.8
S. Oregon	20.2
Gorge	18.5
C. Oregon	12.0
SC Oregon	19.0
NE Oregon	16.9
E. Oregon	17.8
TOTAL	17.3

Superintendent of Water - Average Annual Vacation Days	
Quintile	
1st Quintile	10.0
2nd Quintile	11.8
3rd Quintile	12.0
4th Quintile	17.7
5th Quintile	16.2
TOTAL	15.5

Region	
N. Coast	NA
Metro	19.0
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	19.0

Region	
N. Coast	13.0
Metro	15.8
N. Willamette	11.0
S. Willamette	14.4
C. Coast	15.0
S. Coast	22.5
S. Oregon	15.0
Gorge	12.0
C. Oregon	16.0
SC Oregon	14.0
NE Oregon	17.2
E. Oregon	10.0
TOTAL	15.5

Entry/Mid-level Policy Officer - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	12.8
4th Quintile	13.1
5th Quintile	15.2
TOTAL	13.9

Superintendent of Streets - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	18.7
5th Quintile	17.9
TOTAL	18.2
Region	
N. Coast	NA
Metro	13.5
N. Willamette	11.0
S. Willamette	14.5
C. Coast	18.0
S. Coast	20.0
S. Oregon	22.0

Superintendent of Wastewater - Average Annual Vacation Days	
Quintile	
1st Quintile	10.0
2nd Quintile	12.4
3rd Quintile	11.3
4th Quintile	21.3
5th Quintile	19.7
TOTAL	17.6

Region	
N. Coast	14.0
Metro	14.7
N. Willamette	15.3
S. Willamette	10.5
C. Coast	11.0
S. Coast	13.0
S. Oregon	13.2
Gorge	10.0
C. Oregon	16.5
SC Oregon	NA
NE Oregon	16.2
E. Oregon	12.0
TOTAL	13.9

Region	
N. Coast	NA
Metro	24.4
N. Willamette	NA
S. Willamette	19.0
C. Coast	15.0
S. Coast	20.5
S. Oregon	16.5
Gorge	12.0
C. Oregon	16.3
SC Oregon	14.0
NE Oregon	17.2
E. Oregon	12.5
TOTAL	17.6

Mid/High-level Police Officer - Average Annual Vacation Days	
Quintile	
1st Quintile	NA
2nd Quintile	16.7
3rd Quintile	13.7
4th Quintile	17.0
5th Quintile	19.0
TOTAL	17.3

Assistant City Attorney - Average Annual Vacation Days	
Quintile	
1st Quintile	NA

Region	
N. Coast	9.0
Metro	19.5
N. Willamette	17.3
S. Willamette	14.7
C. Coast	11.0
S. Coast	17.0

S. Oregon	19.8
Gorge	16.0
C. Oregon	21.5

SC Oregon	19.0
NE Oregon	19.7
E. Oregon	12.0

TOTAL	17.3
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PTO

Administrative Assistant - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	11.4
4th Quintile	10.0
5th Quintile	16.3
TOTAL	13.3
Region	
N. Coast	NA
Metro	21.5
N. Willamette	NA
S. Willamette	15.6
C. Coast	10.0
S. Coast	11.0
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	12.8
E. Oregon	10.0
TOTAL	13.3

Building Official - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	12.0
4th Quintile	NA
5th Quintile	17.0
TOTAL	16.0
Region	
N. Coast	NA
Metro	20.0
N. Willamette	NA
S. Willamette	26.0
C. Coast	12.0
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	16.0

S. Coast	NA
S. Oregon	9.0
Gorge	NA
C. Oregon	NA
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	22.5

Assistant City Manager - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	20.9
TOTAL	20.9
Region	
N. Coast	NA
Metro	27.8
N. Willamette	NA
S. Willamette	26.0
C. Coast	NA
S. Coast	NA
S. Oregon	9.0
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	20.9

City Attorney - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	22.5
TOTAL	22.5
Region	
N. Coast	NA
Metro	37.0
N. Willamette	NA
S. Willamette	36.0
C. Coast	NA

Assistant City Attorney - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	15.1
TOTAL	15.1
Region	
N. Coast	NA
Metro	21.3
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	9.0
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	15.1

City Administrator - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	11.9
4th Quintile	11.0

5th Quintile	NA
TOTAL	11.7
Region	
N. Coast	NA
Metro	12.0
N. Willamette	5.0
S. Willamette	NA
C. Coast	12.0
S. Coast	11.0
S. Oregon	10.0
Gorge	NA
C. Oregon	10.0
SC Oregon	NA
NE Oregon	17.5
E. Oregon	10.0
TOTAL	11.7

N. Willamette	NA
S. Willamette	3.0
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	14.0

S. Coast	NA
S. Oregon	10.8
Gorge	5.0
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	12.8

Community Development Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	11.0
5th Quintile	18.0
TOTAL	15.7
Region	
N. Coast	NA
Metro	30.5
N. Willamette	NA
S. Willamette	3.0
C. Coast	NA
S. Coast	NA
S. Oregon	12.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	15.7

City Manager - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	10.0
4th Quintile	12.0
5th Quintile	14.9
TOTAL	14.0
Region	
N. Coast	NA
Metro	30.5
N. Willamette	NA
S. Willamette	3.0
C. Coast	10.0
S. Coast	NA
S. Oregon	11.3
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	14.0

Economic Development Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	NA
TOTAL	NA
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	NA

City Engineer - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	14.0
TOTAL	14.0
Region	
N. Coast	NA
Metro	24.5

City Recorder - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	5.0
2nd Quintile	NA
3rd Quintile	9.0
4th Quintile	11.0
5th Quintile	16.1
TOTAL	12.8
Region	
N. Coast	NA
Metro	23.3
N. Willamette	7.0
S. Willamette	15.5
C. Coast	10.0

Fire Chief - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	9.0
TOTAL	9.0
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	9.0
Gorge	NA

C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	9.0

E. Oregon	NA
TOTAL	NA

Finance Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	8.2
4th Quintile	10.0
5th Quintile	18.7
TOTAL	14.0
Region	
N. Coast	NA
Metro	24.3
N. Willamette	NA
S. Willamette	19.5
C. Coast	10.0
S. Coast	NA
S. Oregon	10.3
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	4.5
E. Oregon	NA
TOTAL	14.0

Human Resources Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	27.0
4th Quintile	10.0
5th Quintile	14.4
TOTAL	15.6
Region	
N. Coast	NA
Metro	37.0
N. Willamette	NA
S. Willamette	3.0
C. Coast	NA
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	NA
NE Oregon	27.0
E. Oregon	NA
TOTAL	15.6

Librarian - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	12.8
4th Quintile	NA
5th Quintile	18.6
TOTAL	15.7
Region	
N. Coast	NA
Metro	24.7
N. Willamette	NA
S. Willamette	15.5
C. Coast	10.0
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	14.2
E. Oregon	NA
TOTAL	15.7

Franchise Coordinator - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	NA
TOTAL	NA
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA

IT Manager - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	11.8
TOTAL	11.8
Region	
N. Coast	NA
Metro	28.0
N. Willamette	NA
S. Willamette	3.0
C. Coast	NA
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	11.8

Municipal Judge - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	20.0
TOTAL	20.0
Region	
N. Coast	NA
Metro	20.0
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	20.0

Police Chief - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	13.5
4th Quintile	11.3
5th Quintile	16.6
TOTAL	14.4
Region	
N. Coast	NA
Metro	24.5
N. Willamette	NA
S. Willamette	19.5
C. Coast	NA
S. Coast	11.0
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	10.0
NE Oregon	23.0
E. Oregon	10.0
TOTAL	14.4

City Planner - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	11.0
4th Quintile	NA
5th Quintile	15.0
TOTAL	14.0
Region	
N. Coast	NA
Metro	24.0
N. Willamette	NA
S. Willamette	26.0
C. Coast	11.0
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	14.0

2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	8.5
TOTAL	8.5
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	9.0
Gorge	NA
C. Oregon	NA
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	8.5

Planning Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	10.7
TOTAL	10.7
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	10.7

Parks & Recreation Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	5.0
2nd Quintile	NA
3rd Quintile	27.0
4th Quintile	NA
5th Quintile	11.0
TOTAL	13.5
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	11.0
Gorge	5.0
C. Oregon	NA
SC Oregon	NA
NE Oregon	27.0
E. Oregon	NA
TOTAL	13.5

Public Works Director - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	5.0
2nd Quintile	NA
3rd Quintile	12.7
4th Quintile	11.3
5th Quintile	15.7
TOTAL	13.1
Region	
N. Coast	NA
Metro	24.3
N. Willamette	7.0
S. Willamette	3.0
C. Coast	NA
S. Coast	11.0
S. Oregon	11.0
Gorge	5.0
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	19.0
E. Oregon	10.0
TOTAL	13.1

Public Relations Manager - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA

Superintendent of Streets - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	21.0
4th Quintile	10.0

5th Quintile	14.8
TOTAL	15.0
Region	
N. Coast	NA
Metro	24.5
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	11.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	21.0
E. Oregon	NA
TOTAL	15.0

4th Quintile	10.0
5th Quintile	17.0
TOTAL	15.7
Region	
N. Coast	NA
Metro	22.0
N. Willamette	NA
S. Willamette	31.0
C. Coast	10.0
S. Coast	11.0
S. Oregon	9.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	24.0
E. Oregon	NA
TOTAL	15.7

3rd Quintile	9.3
4th Quintile	15.7
5th Quintile	23.0
TOTAL	14.4
Region	
N. Coast	NA
Metro	12.0
N. Willamette	NA
S. Willamette	33.0
C. Coast	NA
S. Coast	11.0
S. Oregon	11.5
Gorge	25.0
C. Oregon	10.0
SC Oregon	NA
NE Oregon	6.0
E. Oregon	10.0
TOTAL	14.4

Superintendent of Water - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	10.0
4th Quintile	NA
5th Quintile	17.5
TOTAL	16.4
Region	
N. Coast	NA
Metro	23.0
N. Willamette	NA
S. Willamette	28.0
C. Coast	10.0
S. Coast	NA
S. Oregon	13.0
Gorge	NA
C. Oregon	10.0
SC Oregon	8.0
NE Oregon	NA
E. Oregon	NA
TOTAL	16.4

Assistant City Attorney - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	NA
5th Quintile	NA
TOTAL	NA
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	NA
E. Oregon	NA
TOTAL	NA

Mid/High-level Police Officer - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	12.0
3rd Quintile	9.3
4th Quintile	14.0
5th Quintile	18.6
TOTAL	13.3
Region	
N. Coast	NA
Metro	12.0
N. Willamette	NA
S. Willamette	34.7
C. Coast	NA
S. Coast	11.0
S. Oregon	14.3
Gorge	NA
C. Oregon	10.0
SC Oregon	10.0
NE Oregon	6.0
E. Oregon	10.0
TOTAL	13.3

Superintendent of Wastewater - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	15.0

Entry/Mid-level Policy Officer - Average Annual Paid Time Off (PTO)	
Quintile	
1st Quintile	NA
2nd Quintile	NA

Education

Positions	HS	Some College	AA	BA	MA	JD	Other
Assistant City Attorney	0	0	0	0	0	3	0

Municipal Judge	0	0	0	0	0	6	0
City Attorney	0	0	0	0	0	10	0
Franchise Coordinator	0	0	0	1	0	0	0
Economic Development Director	0	0	0	10	0	0	0
City Engineer	0	0	0	14	0	0	0
IT Manager	0	0	0	16	0	0	0
Community Development Director	0	0	0	18	1	0	0
City Manager	0	0	0	36	4	0	0
Planning Director	1	0	0	9	2	0	0
City Planner	1	0	0	19	2	0	0
Finance Director	1	0	3	36	1	0	0
City Administrator	2	0	2	11	1	0	0
Human Resources Director	3	0	0	14	0	0	0
Public Relations Manager	4	0	0	1	0	0	0
Parks & Recreation Director	4	0	0	10	0	0	0
Building Official	4	0	2	9	0	0	2
Fire Chief	4	0	3	6	0	0	0
Librarian	4	1	1	7	10	0	0
Police Chief	5	0	5	21	0	0	2
Superintendent of Streets	10	0	5	4	0	0	0
Superintendent of Water	10	0	7	4	0	0	2
Superintendent of Wastewater	10	0	8	3	0	0	4
Public Works Director	15	1	1	27	0	0	2
Entry/Mid-level Policy Officer	20	0	0	1	0	0	2
City Recorder	20	2	7	12	0	0	2
Mid/High-level Police Officer	26	0	2	4	0	0	2
Assistant City Manager	32	0	5	2	0	0	1
Totals	176	4	51	295	21	19	19

Experience

Administrative Assistant - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	2.20
3rd Quintile	0.60
4th Quintile	2.32
5th Quintile	2.59

TOTAL	2.21
Region	
N. Coast	0.00
Metro	2.88
N. Willamette	3.00
S. Willamette	2.64
C. Coast	2.25
S. Coast	1.67

S. Oregon	3.25
Gorge	2.00
C. Oregon	1.00
SC Oregon	0.50
NE Oregon	2.00
E. Oregon	2.50
TOTAL	2.21

Assistant City Manager - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	3.00
5th Quintile	4.70
TOTAL	4.06
Region	
N. Coast	NA
Metro	4.00
N. Willamette	5.00
S. Willamette	3.00
C. Coast	5.00
S. Coast	2.00
S. Oregon	8.50
Gorge	2.50
C. Oregon	6.00
SC Oregon	NA
NE Oregon	2.50
E. Oregon	NA
TOTAL	4.06

2nd Quintile	NA
3rd Quintile	NA
4th Quintile	3.00
5th Quintile	5.20
TOTAL	4.69
Region	
N. Coast	NA
Metro	5.50
N. Willamette	NA
S. Willamette	NA
C. Coast	5.00
S. Coast	0.00
S. Oregon	7.50
Gorge	0.00
C. Oregon	6.00
SC Oregon	10.00
NE Oregon	1.50
E. Oregon	NA
TOTAL	4.69

Region	
N. Coast	0.00
Metro	7.00
N. Willamette	0.00
S. Willamette	4.00
C. Coast	2.00
S. Coast	5.00
S. Oregon	8.00
Gorge	2.50
C. Oregon	8.00
SC Oregon	NA
NE Oregon	2.67
E. Oregon	NA
TOTAL	3.94

Building Official - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	1.00
4th Quintile	3.67
5th Quintile	3.93
TOTAL	3.72
Region	
N. Coast	0.00
Metro	5.67
N. Willamette	3.00
S. Willamette	2.00
C. Coast	2.50
S. Coast	2.00
S. Oregon	5.00
Gorge	0.00
C. Oregon	6.00
SC Oregon	NA
NE Oregon	5.00
E. Oregon	4.50
TOTAL	3.72

Assistant City Attorney - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	0.00
5th Quintile	2.40
TOTAL	2.00
Region	
N. Coast	NA
Metro	5.00
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	0.00
S. Oregon	2.00
Gorge	0.00
C. Oregon	NA
SC Oregon	NA
NE Oregon	0.00
E. Oregon	NA
TOTAL	2.00

Community Development Director - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	5.00
4th Quintile	4.38
5th Quintile	6.80
TOTAL	5.68
Region	
N. Coast	NA
Metro	7.25
N. Willamette	4.00
S. Willamette	5.00
C. Coast	6.50
S. Coast	0.00
S. Oregon	4.50
Gorge	5.00
C. Oregon	5.00
SC Oregon	8.00
NE Oregon	5.00
E. Oregon	7.50
TOTAL	5.68

City Attorney - Required Years of Experience	
Quintile	
1st Quintile	NA

City Administrator - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	5.00
3rd Quintile	3.25
4th Quintile	6.00
5th Quintile	2.50
TOTAL	3.94

City Engineer - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	4.00
5th Quintile	6.20
TOTAL	5.47
Region	
N. Coast	0.00
Metro	7.80
N. Willamette	NA
S. Willamette	7.00

C. Coast	5.50
S. Coast	0.00
S. Oregon	NA
Gorge	5.50
C. Oregon	6.00
SC Oregon	8.00
NE Oregon	0.00
E. Oregon	NA
TOTAL	5.47

Gorge	2.00
C. Oregon	3.75
SC Oregon	4.50
NE Oregon	1.43
E. Oregon	2.50
TOTAL	3.30

NE Oregon	3.00
E. Oregon	NA
TOTAL	3.91

City Manager - Required Years of Experience	
Quintile	
1st Quintile	5.00
2nd Quintile	4.00
3rd Quintile	4.75
4th Quintile	5.50
5th Quintile	5.29
TOTAL	5.14
Region	
N. Coast	5.00
Metro	5.40
N. Willamette	5.00
S. Willamette	5.00
C. Coast	6.83
S. Coast	3.67
S. Oregon	5.00
Gorge	5.00
C. Oregon	5.25
SC Oregon	7.00
NE Oregon	4.00
E. Oregon	7.00
TOTAL	5.14

City Recorder - Required Years of Experience	
Quintile	
1st Quintile	1.17
2nd Quintile	3.43
3rd Quintile	2.33
4th Quintile	3.40
5th Quintile	3.58
TOTAL	3.27
Region	
N. Coast	0.00
Metro	3.43
N. Willamette	3.00
S. Willamette	3.60
C. Coast	3.67
S. Coast	2.50
S. Oregon	3.83
Gorge	2.75
C. Oregon	4.25
SC Oregon	3.50
NE Oregon	2.79
E. Oregon	3.50
TOTAL	3.27

Fire Chief - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	1.00
3rd Quintile	2.50
4th Quintile	8.33
5th Quintile	8.29
TOTAL	6.85
Region	
N. Coast	0.00
Metro	7.00
N. Willamette	10.00
S. Willamette	NA
C. Coast	10.00
S. Coast	5.50
S. Oregon	8.00
Gorge	3.33
C. Oregon	NA
SC Oregon	NA
NE Oregon	10.00
E. Oregon	15.00
TOTAL	6.85

City Recorder - Required Educational Attainment	
Quintile	
1st Quintile	1.33
2nd Quintile	3.43
3rd Quintile	2.00
4th Quintile	3.67
5th Quintile	3.42
TOTAL	3.30
Region	
N. Coast	2.00
Metro	3.29
N. Willamette	3.50
S. Willamette	5.20
C. Coast	3.50
S. Coast	4.25
S. Oregon	3.83

Economic Development Director - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	3.40
5th Quintile	4.33
TOTAL	3.91
Region	
N. Coast	NA
Metro	5.33
N. Willamette	7.00
S. Willamette	0.00
C. Coast	8.00
S. Coast	0.00
S. Oregon	5.00
Gorge	0.00
C. Oregon	4.00
SC Oregon	NA

Finance Director - Required Years of Experience	
Quintile	
1st Quintile	5.00
2nd Quintile	3.67
3rd Quintile	2.86
4th Quintile	5.15
5th Quintile	5.12
TOTAL	4.63
Region	
N. Coast	1.67
Metro	5.71
N. Willamette	4.00
S. Willamette	4.67
C. Coast	6.67
S. Coast	4.67
S. Oregon	4.75
Gorge	4.00
C. Oregon	5.25
SC Oregon	4.00
NE Oregon	3.80
E. Oregon	NA
TOTAL	4.63

Franchise Coordinator - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	2.00
5th Quintile	NA
TOTAL	2.00
Region	
N. Coast	NA
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	NA
S. Oregon	NA
Gorge	NA
C. Oregon	NA
SC Oregon	NA
NE Oregon	2.00
E. Oregon	NA
TOTAL	2.00

Human Resources Director - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	3.00
4th Quintile	4.50
5th Quintile	5.00
TOTAL	4.75
Region	
N. Coast	NA
Metro	6.50
N. Willamette	NA
S. Willamette	5.00
C. Coast	7.50
S. Coast	0.00
S. Oregon	5.50
Gorge	5.00
C. Oregon	4.00
SC Oregon	NA
NE Oregon	2.50
E. Oregon	1.00
TOTAL	4.75

IT Manager - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	3.50
5th Quintile	5.00
TOTAL	4.63
Region	
N. Coast	NA
Metro	6.67
N. Willamette	NA
S. Willamette	6.00
C. Coast	4.50
S. Coast	0.00
S. Oregon	4.00
Gorge	5.50
C. Oregon	5.50
SC Oregon	5.00
NE Oregon	2.00
E. Oregon	NA
TOTAL	4.63

Librarian - Required Years of Experience	
Quintile	
1st Quintile	1.00
2nd Quintile	2.50
3rd Quintile	1.50
4th Quintile	2.00
5th Quintile	3.18
TOTAL	2.57
Region	
N. Coast	0.00
Metro	1.75
N. Willamette	3.00
S. Willamette	4.00
C. Coast	2.00
S. Coast	1.33
S. Oregon	NA
Gorge	5.00
C. Oregon	NA
SC Oregon	NA
NE Oregon	3.00
E. Oregon	NA
TOTAL	2.57

Municipal Judge - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	NA
4th Quintile	2.67
5th Quintile	4.75
TOTAL	3.86
Region	
N. Coast	NA
Metro	7.00
N. Willamette	NA
S. Willamette	5.00
C. Coast	3.00
S. Coast	0.00
S. Oregon	NA
Gorge	5.00
C. Oregon	NA
SC Oregon	5.00
NE Oregon	2.00
E. Oregon	NA
TOTAL	3.86

Police Chief - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	7.50
3rd Quintile	4.33
4th Quintile	8.20
5th Quintile	8.18
TOTAL	7.78
Region	
N. Coast	0.00
Metro	6.00
N. Willamette	7.00
S. Willamette	5.75
C. Coast	12.50
S. Coast	6.50
S. Oregon	9.20
Gorge	9.00
C. Oregon	8.33
SC Oregon	11.00
NE Oregon	9.00
E. Oregon	14.00
TOTAL	7.78

Planning Director - Required Years of Experience	
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Quintile	
1st Quintile	NA
2nd Quintile	NA
3rd Quintile	2.00
4th Quintile	4.00
5th Quintile	4.22
TOTAL	4.00
Region	
N. Coast	NA
Metro	5.75
N. Willamette	NA
S. Willamette	NA
C. Coast	5.00
S. Coast	2.00
S. Oregon	5.00
Gorge	0.00
C. Oregon	5.50
SC Oregon	NA
NE Oregon	1.50
E. Oregon	NA
TOTAL	4.00

3rd Quintile	1.00
4th Quintile	4.50
5th Quintile	3.60
TOTAL	3.44
Region	
N. Coast	0.00
Metro	4.00
N. Willamette	5.00
S. Willamette	NA
C. Coast	6.50
S. Coast	0.00
S. Oregon	4.33
Gorge	0.00
C. Oregon	NA
SC Oregon	NA
NE Oregon	4.00
E. Oregon	NA
TOTAL	3.44

TOTAL	4.98
Region	
N. Coast	2.50
Metro	5.00
N. Willamette	8.33
S. Willamette	4.83
C. Coast	9.00
S. Coast	3.75
S. Oregon	4.75
Gorge	3.67
C. Oregon	4.25
SC Oregon	5.00
NE Oregon	4.50
E. Oregon	6.00
TOTAL	4.98

City Planner - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	2.00
3rd Quintile	4.00
4th Quintile	2.29
5th Quintile	3.25
TOTAL	2.93
Region	
N. Coast	0.00
Metro	3.50
N. Willamette	3.00
S. Willamette	2.67
C. Coast	3.00
S. Coast	2.00
S. Oregon	4.50
Gorge	3.50
C. Oregon	2.67
SC Oregon	5.00
NE Oregon	0.00
E. Oregon	NA
TOTAL	2.93

Public Relations Manager - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	4.00
3rd Quintile	5.00
4th Quintile	NA
5th Quintile	1.67
TOTAL	2.38
Region	
N. Coast	0.00
Metro	NA
N. Willamette	NA
S. Willamette	NA
C. Coast	NA
S. Coast	5.00
S. Oregon	3.00
Gorge	0.00
C. Oregon	4.00
SC Oregon	3.00
NE Oregon	2.00
E. Oregon	NA
TOTAL	2.38

Superintendent of Streets - Required Years of Experience	
Quintile	
1st Quintile	1.00
2nd Quintile	NA
3rd Quintile	1.00
4th Quintile	3.60
5th Quintile	5.75
TOTAL	4.68
Region	
N. Coast	NA
Metro	7.50
N. Willamette	7.00
S. Willamette	3.00
C. Coast	7.00
S. Coast	0.00
S. Oregon	5.00
Gorge	4.00
C. Oregon	5.50
SC Oregon	5.00
NE Oregon	3.50
E. Oregon	5.00
TOTAL	4.68

Parks & Recreation Director - Required Years of Experience	
Quintile	
1st Quintile	0.00
2nd Quintile	NA

Public Works Director - Required Years of Experience	
Quintile	
1st Quintile	2.00
2nd Quintile	3.67
3rd Quintile	5.00
4th Quintile	4.50
5th Quintile	6.31

Superintendent of Water - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	4.00
3rd Quintile	2.50
4th Quintile	2.83
5th Quintile	5.62
TOTAL	4.48
Region	
N. Coast	0.00
Metro	6.33
N. Willamette	7.00
S. Willamette	3.67
C. Coast	6.00
S. Coast	1.33
S. Oregon	5.00
Gorge	6.00
C. Oregon	5.50
SC Oregon	5.00

NE Oregon	5.75
E. Oregon	NA
TOTAL	4.48

E. Oregon	NA
TOTAL	5.25

TOTAL	1.22
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Superintendent of Wastewater - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	4.00
3rd Quintile	4.00
4th Quintile	4.63
5th Quintile	6.08
TOTAL	5.25
Region	
N. Coast	NA
Metro	7.25
N. Willamette	NA
S. Willamette	3.67
C. Coast	6.00
S. Coast	5.00
S. Oregon	4.00
Gorge	6.00
C. Oregon	5.33
SC Oregon	3.00
NE Oregon	5.00

Entry/Mid-level Policy Officer - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	2.00
3rd Quintile	0.67
4th Quintile	1.58
5th Quintile	1.12
TOTAL	1.22
Region	
N. Coast	0.00
Metro	1.83
N. Willamette	1.50
S. Willamette	2.00
C. Coast	0.00
S. Coast	2.00
S. Oregon	1.33
Gorge	0.00
C. Oregon	1.17
SC Oregon	NA
NE Oregon	1.00
E. Oregon	NA

Mid/High-level Police Officer - Required Years of Experience	
Quintile	
1st Quintile	NA
2nd Quintile	3.25
3rd Quintile	2.67
4th Quintile	3.18
5th Quintile	4.10
TOTAL	3.58
Region	
N. Coast	0.00
Metro	4.17
N. Willamette	2.67
S. Willamette	3.00
C. Coast	4.50
S. Coast	2.30
S. Oregon	5.75
Gorge	5.00
C. Oregon	4.33
SC Oregon	0.00
NE Oregon	5.00
E. Oregon	5.00
TOTAL	3.58

Appendix E: Population Quintile and Regional Breakdowns

Quintile Ranges	# Cities	% Cities
1st Quintile <470	48	19.8%
2nd Quintile 471-1300	48	19.8%
3rd Quintile 1301-3250	48	19.8%
4th Quintile 3251-10200	49	20.2%
5th Quintile >10200	48	19.8%
Small Cities <5000	165	68.2%
Top 5 % >40000	12	5.0%

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10	Region 11	Region 12	
	N. Coast	Metro	N. Willamette	S. Willamette	C. Coast	S. Coast	S. Oregon	Gorge	C. Oregon	SC Oregon	NE Oregon	E. Oregon	TOTALS
1st Quintile	3	1	4	3	0	0	2	8	2	2	9	14	48
2nd Quintile	2	4	5	7	2	2	6	4	2	3	8	3	48
3rd Quintile	8	2	8	3	3	4	5	1	3	1	6	4	48
4th Quintile	5	5	11	8	3	4	6	1	1	0	3	2	49
5th Quintile	1	19	7	5	1	1	5	1	3	1	3	1	48
TOTALS	19	31	35	26	9	11	24	15	11	7	29	24	241
	8%	13%	15%	11%	4%	5%	10%	6%	5%	3%	12%	10%	100%