

OPU/SEIU COMPENSATION STUDY

preliminary findings
& recommendations
report for

Oregon Public Universities

SUBMITTED BY

trüpp

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Executive Summary

PROJECT OVERVIEW

Oregon Public Universities (OPU), through the University Shared Services Enterprise (USSE), engaged Trüpp HR (dba Trüpp) to provide compensation consulting services in preparation for the 2026 collective bargaining negotiations between the OPU and the SEIU Local 503 (SEIU). The purpose of the project was to assess the competitiveness of OPU's **base pay**, **benefits**, and **total compensation** using reliable market data, and to provide documentation to support transparency and ongoing pay analysis.

Trüpp worked with an inter-institutional project team to identify appropriate comparator institutions and survey sources, analyze benchmark positions, and evaluate OPU's overall market position.

All jobs were compared against three separate market segments to support negotiations:

- **College Market:** Local colleges within Oregon and Washington.
- **Public Administration:** Government and municipal organizations within the State of Oregon.
- **All Industry:** All organizations, public and private, within the State of Oregon.

KEY FINDINGS

Base Pay

Overall, OPU salaries are generally aligned with market, ranging from 2% above to 4% below on average.

- Leading: Information Technology roles lead the market across all market segments (between 6-26% above)
- Lagging: Education, Science & Professional roles lag the market most notably, generally 3-9% below.
- Aligned: Clerical, Trades, and Healthcare (within ~5% of the market)
- Mixed: Finance, Business & Contracts roles lead the market by 7-8% for College and Public Administration but is aligned with the All Industry sector.

Benefits

OPU's benefits program is a significant strength and materially enhances overall competitiveness.

- OPU leads the market on employer-paid health, dental, and vision premiums.
- Paid time off offerings are generally aligned, with total standard paid days off slightly leading.
- Retirement benefits are strong (leading), with PERS participation and employer pickup of employee contributions (leading practice).

When evaluated on a level-set basis, OPU's benefit costs exceed market benchmarks by:

- 17% compared to Oregon public-sector employers
- 36% compared to all Oregon organizations
- 40% when compared to all Oregon and Washington organizations
- 47% compared to private-sector employers in Oregon

Total Compensation

OPU leads the market in total compensation across all market segments. In aggregate, across all benchmark jobs combined, OPU leads by 10-22%, depending upon the market segment.

At the individual job level, eight benchmark jobs fall 5% or more below the market for total compensation in one or two segments; however, no job falls below market for total compensation across all three comparison segments.

CONSIDERATIONS FOR BARGAINING AND PLANNING

Taken together, the findings indicate that OPU's total compensation program is competitive and, in almost every instance, leading, driven primarily by strong benefits and retirement offerings. While base pay is generally aligned, pay gaps in specific jobs and job categories may warrant focused attention. These results provide a clear, objective framework to support informed bargaining discussions and longer-term compensation strategy decisions.

Project Background

Oregon Public Universities (OPU), through the University Shared Services Enterprise (USSE), engaged Trüpp HR (dba Trüpp) to provide compensation consulting services in preparation for the 2026 collective bargaining negotiations between the OPU and the SEIU Local 503 (SEIU).

According to the information provided by OPU in the proposal phase, the goal of this project was for Trüpp to work with an inter-institutional team of university professionals and SEIU representatives to provide the following services:

- Identify relevant comparator institutions and appropriate survey sources.
- Provide market pricing and competitive market assessments for each benchmark position, including base pay, benefits, and other personnel expenses.
 - Aligned with the State of Oregon's designated geographic regions of Standard, Portland Metro, and Nonurban Counties if possible
- Provide project documentation, including:
 - Job and salary analysis
 - Original employee survey tools or documents used to complete work and findings, and a listing of all research documentation used
 - Information compiled when determining market and OPU's position in the market
- Provide documents such as data models, manuals, and other like tools to assist in conducting on-going pay analysis and maintenance.

Base Pay Market Data

METHODOLOGY

Survey benchmarks (59) were provided by OPU to be compared against the market.

Trüpp met with the OPU project team to gather project background information and provided recommendations for data sources for both benefits and salary market comparisons.

Compensation survey sources included reliable published pay data sources of ERI and CUPA-HR to ensure precision in job-level matches. BLS (which was used in the prior study) data was replaced with CUPA-HR to improve match accuracy.

Market data analysis focused on the 10th and 90th percentiles of base salary using published survey sources. November 2025 OPU/SEIU midpoint pay levels were compared to the 50th percentile (P50) of the market.

Market sectors include Colleges, Public Administration (Government), and All Industry.

Effective dates of the market data varied but all market data was aged to a common effective date of November 1, 2025, and an annual rate of 3.75%, to ensure “apples-to-apples” comparison with the OPU salary ranges effective November 1, 2025.

ERI Source Detail

“ERI” refers to Economic Research Institution – Salary Assessor market data. The following data cuts were selected to compare to OPU salaries. Oregon Statewide was the geography used to compare to the pay structure.

NAME	INDUSTRY/DESCRIPTION	GEOGRAPHY
Colleges/Universities	Colleges/Universities	Oregon Statewide
Public Administration	Public Administration/ Government	Oregon Statewide
All Industry	All Industries including public and private sector organizations	Oregon Statewide

CUPA-HR Source Detail

CUPA HR stands for College and University Professional Association for Human Resources. The CUPA HR Staff and Professional surveys were used to compare to OPU data. This survey is published in February each year. The market data used in the survey analysis was effective as of November 1, 2024, and was aged to November 1, 2025, at an annual rate of 3.75% according to average market movement recommended by CUPA.

Trüpp identified a relevant group of comparator organizations within the CUPA dataset. Organizations were selected to ensure reasonable geographic comparisons to OPU. The organizations selected included all institutions within the states of **Oregon and Washington** that participated in the relevant CUPA datasets with the exception of the 7 OPU institutions. Washington was included in the analysis to ensure that there were sufficient organizations to provide robust market data within similar geographic markets.

2025 OPU/SEIU COMPENSATION STUDY

In total, CUPA includes 96 institutions in the selected geography; however, a total of 27 institutions participated in the most recently submitted data set (2024-2025) used for analysis. These institutions included the following:

- Central Oregon Community College (Bend, OR)
- Central Washington University (Ellensburg, WA)
- Eastern Washington University (Cheney, WA)
- George Fox University (Newberg, OR)
- Gonzaga University (Spokane, WA)
- Lane Community College (Eugene, OR)
- Lewis and Clark College (Portland, OR)
- Linn-Benton Community College (Albany, OR)
- Northwest University (Kirkland, WA)
- Pacific Lutheran University (Tacoma, WA)
- Pacific University (Forest Grove, OR)
- Portland Community College (Portland, OR)
- Reed College (Portland, OR)
- Saint Martin's University (Lacey, WA)
- Seattle Pacific University (Seattle, WA)
- Seattle University (Seattle, WA)
- Southwestern Oregon Community College (Coos Bay, OR)
- The Seattle School of Theology and Psychology (Seattle, WA)
- University of Portland (Portland, OR)
- University of Washington - Tacoma (Tacoma, WA)
- University of Washington (Seattle, WA)
- University of Washington Bothell Campus (Bothell, WA)
- Washington State University (Pullman, WA)
- Western Seminary (Portland, OR)
- Whitman College (Walla Walla, WA)
- Whitworth University (Spokane, WA)
- Willamette University (Salem, OR)

BASE PAY SUMMARY FINDINGS

Overall, OPU Salaries are generally in line with market, on average between 2% above market to approximately 4% below. The category of jobs that is lagging the market by the most are jobs in the Education, Science & Professional group. Information Technology is leading the market in all comparisons.

JOB CATEGORIES	OPU vs COLLEGE (CUPA + ERI)	OPU vs PUBLIC ADMIN (ERI)	OPU vs ALL INDUSTRIES (ERI)
ALL	102%	103%	96%
Clerical & Support Services	98%	98%	94%
Education, Science & Professional	95%	97%	91%
Facilities & Trades	99%	103%	96%
Finance, Business & Contracts	107%	108%	99%
Healthcare	99%	100%	97%
Information Technology	126%	118%	106%

A summary of the market data by job can be found in Appendix A. Detailed job-level findings can be found in Appendix C.

Compensation Table Guide

INDUSTRY CUTS

- Colleges/Universities (ERI and CUPA-HR)
- Public Administration (Government) (ERI Only)
- All Industry (ERI only)

Benefits Market Data

METHODOLOGY

Benefit survey sources included the 2025 Milliman Benefits Survey as the primary reference, supplemented with publicly available data from 23 major local public employers. This dual-source approach ensures both broad comparability and localized relevance.

The benefits analysis focused on the following areas:

- Medical benefits
- Retirement benefits
- Health & life benefits
- Paid time off

Milliman benefits information was effective as of January 1, 2025, published in June of 2025.

Other comparator benefit information is effective as of November 1, 2025.

Twenty-three (23) local public employers were selected for benefit detail comparison. Organizations were selected based upon major local public employers near each university. Organizations used for comparison included:

- Benton County Government
- Central School District 13J (Monmouth)
- City of Ashland*
- City of Corvallis
- City of Eugene
- City of Klamath Falls
- City of La Grande
- City of Portland
- City of Wilsonville
- Clackamas County
- Corvallis School District 509J
- Eugene School District 4J
- Jackson County Government
- Klamath County Government
- Klamath Falls City Schools
- Lane Community College (LCC)
- Lane County Government
- Mt. Hood Community College (MHCC)
- Multnomah County Government
- Polk County (Monmouth)
- Portland Community College (PCC)
- Portland Public Schools (PPS)
- State of Oregon (SEIU only)
- Jackson County Government

* At the time of research, City of Ashland had not yet finalized negotiations for their applicable CBA.

BENEFIT COMPARISONS - COST

Cost Comparisons

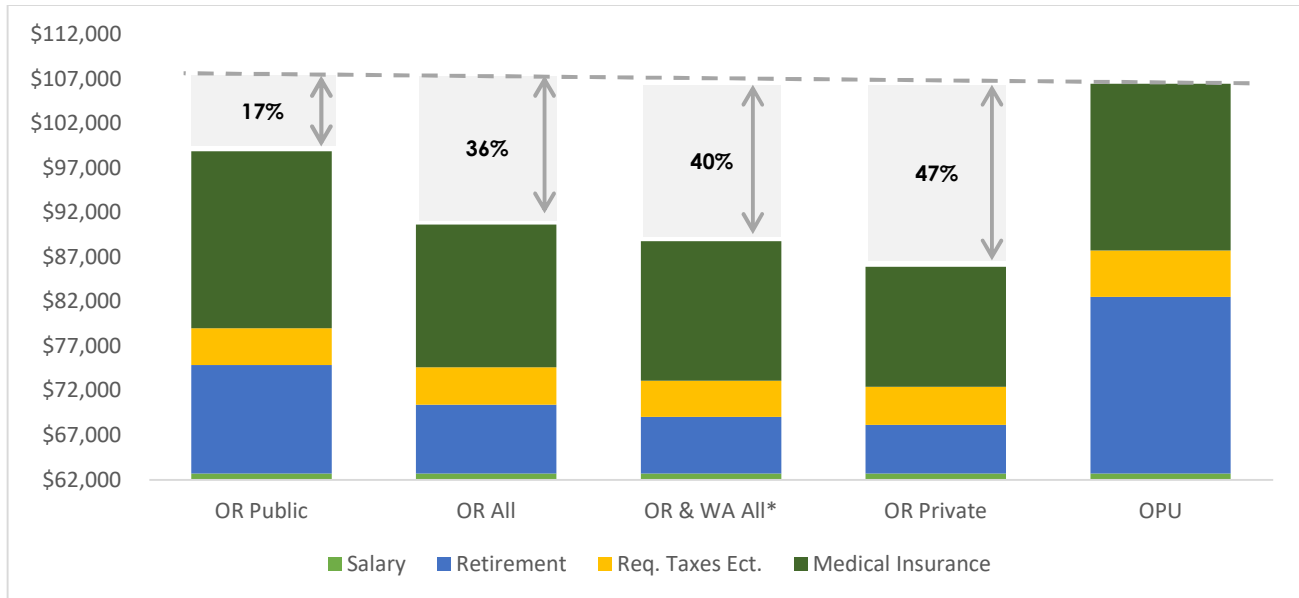
To evaluate OPU benefit costs relative to the market, Trüpp conducted a level-set comparison using a consistent annual salary of **\$62,710** (average annual of OPU/SEIU employees in 2025). This approach ensures an equitable comparison, as the relative value of benefits is typically greater at lower salary levels and diminishes at higher ones.

2025 OPU/SEIU COMPENSATION STUDY

Based upon the information below collected from Milliman, **OPU's Benefit Costs lead** the market by 17% or more:

- Leads by 17% when compared to public Oregon organizations
- Leads by 36% when compared to all Oregon organizations
- Leads by 40% when compared to all Oregon and Washington organizations
- Leads by 47% when compared to private Oregon organizations

OPU BENEFIT COST VERSUS MARKET



Controlled Application of Benefits Data

To illustrate the impact of benefits, we held base salary constant for comparison purposes. Using a hypothetical OPU employee earning \$62,710, and assuming the same salary in each market, total compensation would:

- Lead by 8% compared to public Oregon organizations
- Lead by 17% compared to all Oregon organizations
- Lead by 20% compared to Oregon and Washington organizations
- Lead by 24% compared to private Oregon organizations

This example isolates the impact of benefits alone by controlling for salary.

Job-specific total compensation comparisons, using actual market pay data and OPU job data, are provided in the final section of the report and within Appendix B and C.

BENEFIT COMPARISONS – PLAN DETAILS

Health & Life Plans

Overall, **OPU leads** this market with regard to employer share of health premiums, picking up a greater portion of the medical premiums than either the comparators or the Milliman NW organizations (all industries).

Life Insurance Offerings by **OPU lag** market comparators.

BENEFIT	OPU	COMPARATORS	MILLIMAN NW	OPU POSITION
Medical	ER 95-97%	ER Average 90-93% Varies by Level	ER Average 81-90% Varies by Level	LEADING
Dental	ER 95-97%	ER Average 82-84% Varies by Level	ER Average 75-87% Varies by Level	LEADING
Vision	ER 95-97%	ER Average 83% Varies by Level	ER Average 67-81% Varies by Level	LEADING
Life	\$10,000	\$20k – 2x Salary	\$50,000	LAGGING

Paid Time Off

Based on a review of comparator organizations and Milliman benefit offerings, **OPU is aligned** with most metrics related to paid time off.

BENEFIT	OPU	COMPARATORS	MILLIMAN NW	OPU POSITION
VACATION (across tenure stages)	12-27 Days/Yr	13-25 Days/Yr	10-25 Days/Yr	ALIGNED within 1 Day/Yr
SICK	12 Days/Yr	12-18 Days/Yr Average: 13 Days/Yr	12 Days/Yr	ALIGNED within 1 Day/Yr
HOLIDAY	10 Days/Yr ¹	11 Days/Yr	10 Days/Yr	ALIGNED within 1 Day/Yr
PERSONAL	3 Days/Yr	0-6 Days/Yr Average: 2.3 Days/Yr	2 Days/Yr	LEADING
TOTAL STANDARD PAID DAYS OFF (MAX)	52 Days/Yr	50.5 Days/Yr	49 Days / Yr	LEADING
INCLEMENT WEATHER	Up to 6 days (2 Yrs)	Varies 0 - Limit not stated (most did not have specified # days off)	n/a	(Wide Variation)

BENEFIT	OPU	COMPARATORS	MILLIMAN NW	OPU POSITION
BEREAVEMENT	4 Days/Death ²	3-10 Days/Death Average: 4.1 Days/Death	4 Days/Death	ALIGNED within 1 Day/Yr
JURY DUTY	Paid at regular rate + jury pay	Same day balance and some in addition to jury duty pay	N/A	ALIGNED

¹ Additionally OPU includes any day declared by the university president or state governor as a holiday.

² For OPU, if necessary, an employee may use no more than ten (10) additional days of accrued leave, including sick leave, or if leave is not available, leave without pay, at the time of death of an immediate family member.

Retirement

Of the 21 entities reviewed, the majority participated in PERS. Of those reviewed, the majority also pick up the employee contribution.

BENEFIT	OPU	COMPARATORS	OPU POSITION
PERS Pick Up – All Comparators	YES	76% provide pick-up or contribution in lieu of ¹	LEADING
PERS Pick Up – Higher Ed	YES	67% provide pick-up or contribution in lieu of ²	LEADING

¹ Of the 21 entities participating in PERS

² Represents data from three colleges

Differential Pay

Comparator data was reviewed for the most common types of pay differentials for comparisons with OPU. Milliman data was not available for differentials. Overall **OPU comparison varies by benefit.**

BENEFIT	OPU	COMPARATORS	OPU POSITION
Bilingual	5% of base pay	13 - % of pay (5.1% average) 5 – No differential indicated 7 – Fixed \$ amount	ALIGNED
Lead	5% of base pay	11 – 5% of base pay 10 – No Lead differential	LEADING

BENEFIT	OPU	COMPARATORS	OPU POSITION
Out-of-Class	1 step increase or first step of higher range (whichever is higher)	15 – 4.6% average 4 – Equivalent pay for role ¹	ALIGNED
2nd Shift	(same 2 nd and 3 rd) \$1.00	9 - \$1.11 average 3 - % of pay (3.5% average)	LAGGING
3rd Shift	(same 2 nd and 3 rd) \$1.00	11 - \$1.21 average 3 - % of pay (6.5% average)	LAGGING
Longevity	2.5% after 5 years	7 – Increase % of base pay 6 – Lump sum 8 – Not provided	ALIGNED

¹ Equivalent pay best practice for pay equity compliance.

Other Benefits – Staff Fee Tuition

In addition to the benefits included above, OPU also offers a rich benefit not available at most comparator organizations included above of discounted tuition rates. The benefit includes 12 hours of credit per term at the staff rate of 30% of resident undergraduate tuition. This benefit may be transferred to a qualified family member or domestic partner upon verification that the transferee is a qualified recipient of transferred staff fee privileges.

Total Compensation

METHODOLOGY

Trüpp calculated total compensation for each benchmark job and then compared those totals to the market. Total compensation was defined using the following components:

- Salary at salary range midpoint for OPU / 50th percentile base salaries for the market
- Employer paid benefit costs from the 2025 Milliman Benefits Survey or OPU OPE rates including:
 - Average annual employer cost per employee for medical insurance
 - Average annual percentage of salary for retirement contributions and required payroll taxes

MARKET SEGMENT	DESCRIPTION OF BENEFITS DATA	ANNUAL MEDICAL INSURANCE \$	RETIREMENT %	REQUIRED TAXES %	RETIREMENT + REQUIRED TAXES
Public Administration	Oregon Public	\$19,883	19.41%	6.58%	26.0%
All Industries	Oregon All	\$16,021	12.29%	6.74%	19.0%
College*	Oregon & Washington All	\$15,652	10.14%	6.48%	16.6%
OPU	OPU Average	\$18,718	31.63%	8.30%	39.9%

* The Oregon and Washington "all" data set includes all organizations in Oregon and Washington for College benefit comparisons because market data comes from both states. Data including only college/institution costs was not available.

These inputs were applied consistently to each benchmark job to calculate total compensation for OPU and each market segment, enabling direct comparison across segments.

TOTAL COMPENSATION FINDINGS

OPU leads the market in total compensation across all market segments. In aggregate, across all benchmark jobs combined, OPU leads by 10–22%, depending upon the market segment.

Across job categories, OPU maintains a market lead in total compensation. Information Technology roles show the strongest lead, while the Education, Science & Professional category reflects the smallest lead.

JOB CATEGORIES	OPU vs COLLEGE (CUPA + ERI)	OPU vs PUBLIC ADMIN (ERI)	OPU vs ALL INDUSTRIES (ERI)
ALL	122%	110%	113%
Clerical & Support Services	117%	105%	110%
Education, Science & Professional	115%	105%	108%
Facilities & Trades	120%	110%	114%
Finance, Business & Contracts	127%	115%	116%
Healthcare	118%	107%	112%
Information Technology	147%	126%	124%

At the individual job level, eight (8) benchmark jobs fall 5% or more below the market for total compensation in one or two market segments (College, Public Administration, or All Industry segments); however, no job falls below market for total compensation across all three market segments.

These comparison points are highlighted in red in the Total Compensation Summary in Appendix B.

Detailed job-level market and total compensation findings can be found in Appendix C.

Appendixes (attached separately)

Appendix A: Market Data – Base Pay Summary

Appendix B: Market Data - Total Compensation Summary

Appendix C: Market and Total Compensation Data – Job-Level Detail

OPU Appendix A

Market Data - Base Pay Summary - All Jobs (ABC Order)

Job Title*	Job Category	OPU Salary Range	OPU Range Mid or Control Pt.	College Market P50	OPU vs College Market	Public Administration Market P50	OPU vs PA Market	All Industries Market P50	OPU vs All Ind Market
Accountant 2	Finance, Business & Contracts	25	72,216	70,185	103%	76,497	94%	84,616	85%
Administrative Program Spec.	Clerical & Support Services	20	57,222	50,043	114%	49,664	115%	51,706	111%
Analyst Programmer 3	Information Technology	34I-3	131,088	88,606	148%	109,168	120%	124,345	105%
Analyst Programmer 3 - Database	Information Technology	34I-3	131,088	116,531	112%	113,851	115%	129,929	101%
Analyst Programmer 3 - Hardware	Information Technology	34I-3	131,088	89,006	147%	109,943	119%	125,271	105%
Analyst Programmer 3 - Systems	Information Technology	34I-3	131,088	101,554	129%	109,943	119%	125,271	105%
Buyer 3	Clerical & Support Services	23	65,664	70,253	93%	69,231	95%	75,523	87%
Carpenter	Facilities & Trades	19B	58,884	63,508	93%	63,943	92%	68,461	86%
Cashier 2	Clerical & Support Services	12	42,528	39,928	107%	39,846	107%	40,371	105%
Cook 2	Clerical & Support Services	17	50,034	41,199	121%	41,103	122%	41,717	120%
Custodial Services Coordinator	Facilities & Trades	18	52,308	57,613	91%	63,212	83%	67,632	77%
Custodian	Facilities & Trades	12	42,528	43,441	98%	41,346	103%	42,072	101%
Dental Assistant 2	Healthcare	17	50,034	51,843	97%	51,608	97%	53,083	94%
Dental Hygienist	Healthcare	30	91,452	83,403	110%	82,053	111%	90,351	101%
Development Engineer	Education, Science & Professional	26	75,666	98,349	77%	96,318	79%	108,616	70%
Early Childhood Assoc. Teacher	Education, Science & Professional	17	50,034	48,418	103%	48,221	104%	49,461	101%
EH&S Professional 3	Education, Science & Professional	29	87,246	78,699	111%	75,095	116%	82,709	105%
Electrical/Control System Tech.	Facilities & Trades	30	91,452	76,970	119%	75,763	121%	83,273	110%
Electrician	Facilities & Trades	28	83,244	74,861	111%	67,292	124%	72,653	115%
Executive Support Specialist 2	Clerical & Support Services	20	57,222	71,865	80%	70,875	81%	76,975	74%
Facilities Engineer 3	Facilities & Trades	32	100,578	106,522	94%	90,655	111%	101,777	99%
Fiscal Coordinator 2 - Accountant	Finance, Business & Contracts	29	87,246	78,542	111%	76,497	114%	84,616	103%
Fiscal Coordinator 2 - Analyst	Finance, Business & Contracts	29	87,246	79,729	109%	78,998	110%	87,726	99%
Food Service Worker 3	Clerical & Support Services	13	43,614	44,820	97%	44,669	98%	45,634	96%
General Maintenance Mechanic	Facilities & Trades	18B	56,148	60,827	92%	60,214	93%	63,989	88%
Grants/Contracts Coordinator	Finance, Business & Contracts	24	68,880	70,910	97%	62,819	110%	67,627	102%
Grounds Maintenance Worker 2	Facilities & Trades	18	52,308	62,186	84%	57,365	91%	60,454	87%
Horticulturist	Facilities & Trades	23	65,664	71,929	91%	70,869	93%	77,414	85%
HVAC Control Technician	Facilities & Trades	25	72,216	67,679	107%	62,318	116%	66,573	108%
Information Technology Consultant 2	Information Technology	28I-2	74,256	66,799	111%	63,990	116%	68,317	109%
Instrument Technician 3-Electr	Education, Science & Professional	21	59,832	68,105	88%	67,213	89%	72,723	82%
Laboratory Technician 2	Education, Science & Professional	19	54,708	59,124	93%	58,534	93%	62,170	88%
Laborer 2	Facilities & Trades	14	44,772	42,176	106%	42,050	106%	42,851	104%
Library Technician 3	Education, Science & Professional	19	54,708	50,645	108%	48,971	112%	50,417	109%
Locksmith	Facilities & Trades	22	62,652	61,040	103%	57,518	109%	60,703	103%
Machinist	Facilities & Trades	19B	58,884	59,983	98%	59,426	99%	62,854	94%
Maintenance Laborer Coordinator	Facilities & Trades	17	50,034	59,906	84%	61,215	82%	65,036	77%
Management Analyst 3	Finance, Business & Contracts	26	75,666	86,414	88%	89,461	85%	100,463	75%
Medical Aide	Healthcare	16	48,042	50,826	95%	47,399	101%	48,580	99%
Mid-Level Medical Practitioner	Healthcare	36	121,398	126,912	96%	132,760	91%	132,760	91%
Mid-level Medical Practitioner - Physician Assistant	Healthcare	36	121,398	137,088	89%	137,088	89%	137,088	89%
Office Specialist 2	Clerical & Support Services	16	48,042	50,095	96%	51,626	93%	53,459	90%
Operating Systems/Network Analyst 3	Information Technology	32I-3	119,304	93,340	128%	92,934	128%	104,613	114%
Painter	Facilities & Trades	18B	56,148	56,085	100%	58,726	96%	62,013	91%
Parking Services Rep.	Clerical & Support Services	15	46,026	45,108	102%	44,952	102%	45,948	100%
Payroll Technician	Clerical & Support Services	16	48,042	60,619	79%	56,552	85%	60,055	80%

Job Title*	Job Category	OPU Salary Range	OPU Range Mid or Control Pt.	College Market P50	OPU vs College Market	Public Administration Market P50	OPU vs PA Market	All Industries Market P50	OPU vs All Ind Market
Pipe & Steam Fitter	Facilities & Trades	23B	70,986	67,530	105%	66,691	106%	71,902	99%
Plumber	Facilities & Trades	27	79,344	66,927	119%	64,973	122%	69,728	114%
Program Representative 2	Clerical & Support Services	26	75,666	89,727	84%	87,974	86%	98,668	77%
Program Technician 2	Clerical & Support Services	27	79,344	96,620	82%	94,580	84%	106,957	74%
Project Coordinator	Finance, Business & Contracts	26	75,666	61,186	124%	60,495	125%	64,750	117%
Property Specialist 3	Clerical & Support Services	16	48,042	48,252	100%	48,084	100%	49,151	98%
Purchasing Agent 2	Clerical & Support Services	23	65,664	65,295	101%	69,231	95%	75,523	87%
Refrigeration Mechanic	Facilities & Trades	23B	70,986	67,087	106%	61,154	116%	65,257	109%
Registered Nurse 2	Healthcare	31	95,940	92,855	103%	91,150	105%	101,567	94%
Research Analyst 4	Finance, Business & Contracts	29	87,246	74,305	117%	73,193	119%	80,054	109%
Revenue Agent 2	Clerical & Support Services	18	52,308	49,400	106%	49,172	106%	50,595	103%
Science Lab Preparator	Education, Science & Professional	20	57,222	57,167	100%	56,644	101%	59,863	96%
Science Storekeeper	Facilities & Trades	16	48,042	52,959	91%	52,577	91%	54,937	87%
Senior Graphic Designer	Education, Science & Professional	24	68,880	75,832	91%	77,448	89%	85,365	81%
Stage Production Coordinator	Education, Science & Professional	15	46,026	52,104	88%	51,696	89%	54,223	85%
Telecommunications Tech 2	Information Technology	23	65,664	60,696	108%	60,089	109%	63,837	103%
Trades/Maintenance Coordinator	Facilities & Trades	21T	67,002	59,906	112%	61,215	109%	65,036	103%
Trades/Maintenance Worker 2	Facilities & Trades	17	50,034	55,706	90%	54,292	92%	56,771	88%
Average:					102%		103%		96%

* **Bold Titles Indicate jobs where the market has more specific data by function, therefore there are multiple market values.**

OPU Appendix B

Market Data - Total Comp Summary - All Jobs (ABC Order)

	OPU	OR & WA All	Oregon Public	Oregon All
Annual Medical:	\$18,718	\$15,652	\$19,883	\$16,021
% of Salary for Retirement & Taxes:	39.9%	16.6%	26.0%	19.0%

Job Title*	Job Category	OPU Salary Range	OPU Range Mid or Control Pt.	OPU Total Compensation at Mid	College Market P50	College Market P50 Total Comp.	OPU vs College Market TC	Public Administration Market P50	Public Administration Market P50 Total Comp	OPU vs PA Market TC	All Industries Market P50	All Industries Market P50 Total Comp	OPU vs All Ind Market
Accountant 2	Finance, Business & Contracts	25	72,216	119,769	70,185	97,502	123%	76,497	116,262	103%	84,616	116,739	103%
Administrative Program Spec.	Clerical & Support Services	20	57,222	98,788	50,043	74,013	133%	49,664	82,455	120%	51,706	77,567	127%
Analyst Programmer 3	Information Technology	34i-3	131,088	202,148	88,606	118,984	170%	109,168	157,423	128%	124,345	164,029	123%
Analyst Programmer 3 - Database	Information Technology	34i-3	131,088	202,148	116,531	151,550	133%	113,851	163,323	124%	129,929	170,676	118%
Analyst Programmer 3 - Hardware	Information Technology	34i-3	131,088	202,148	89,006	119,451	169%	109,943	158,401	128%	125,271	165,131	122%
Analyst Programmer 3 - Systems	Information Technology	34i-3	131,088	202,148	101,554	134,084	151%	109,943	158,401	128%	125,271	165,131	122%
Buyer 3	Clerical & Support Services	23	65,664	110,601	70,253	97,581	113%	69,231	107,107	103%	75,523	105,916	104%
Carpenter	Facilities & Trades	19B	58,884	101,114	63,508	89,716	113%	63,943	100,445	101%	68,461	97,510	104%
Cashier 2	Clerical & Support Services	12	42,528	78,227	39,928	62,216	126%	39,846	70,085	112%	40,371	64,075	122%
Cook 2	Clerical & Support Services	17	50,034	88,730	41,199	63,698	139%	41,103	71,669	124%	41,717	65,677	135%
Custodial Services Coordinator	Facilities & Trades	18	52,308	91,912	57,613	82,840	111%	63,212	99,524	92%	67,632	96,523	95.2%
Custodian	Facilities & Trades	12	42,528	78,227	43,441	66,313	118%	41,346	71,975	109%	42,072	66,100	118%
Dental Assistant 2	Healthcare	17	50,034	88,730	51,843	76,111	117%	51,608	84,904	105%	53,083	79,206	112%
Dental Hygienist	Healthcare	30	91,452	146,685	83,403	112,916	130%	82,053	123,262	119%	90,351	123,566	119%
Development Engineer	Education, Science & Professional	26	75,666	124,596	98,349	130,347	96%	96,318	141,234	88%	108,616	145,307	86%
Early Childhood Assoc. Teacher	Education, Science & Professional	17	50,034	88,730	48,418	72,117	123%	48,221	80,637	110%	49,461	74,894	118%
EH&S Professional 3	Education, Science & Professional	29	87,246	140,800	78,699	107,430	131%	75,095	114,495	123%	82,709	114,470	123%
Electrical/Control System Tech.	Facilities & Trades	30	91,452	146,685	76,970	105,415	139%	75,763	115,337	127%	83,273	115,141	127%
Electrician	Facilities & Trades	28	83,244	135,200	74,861	102,955	131%	67,292	104,664	129%	72,653	102,500	132%
Executive Support Specialist 2	Clerical & Support Services	20	57,222	98,788	71,865	99,461	99%	70,875	109,178	90%	76,975	107,645	92%
Facilities Engineer 3	Facilities & Trades	32	100,578	159,455	106,522	139,878	114%	90,655	134,099	119%	101,777	137,166	116%
Fiscal Coordinator 2 - Accountant	Finance, Business & Contracts	29	87,246	140,800	78,542	107,248	131%	76,497	116,262	121%	84,616	116,739	121%
Fiscal Coordinator 2 - Analyst	Finance, Business & Contracts	29	87,246	140,800	79,729	108,632	130%	78,998	119,413	118%	87,726	120,441	117%
Food Service Worker 3	Clerical & Support Services	13	43,614	79,746	44,820	67,921	117%	44,669	76,162	105%	45,634	70,340	113%
General Maintenance Mechanic	Facilities & Trades	18B	56,148	97,285	60,827	86,588	112%	60,214	95,747	102%	63,989	92,187	106%
Grants/Contracts Coordinator	Finance, Business & Contracts	24	68,880	115,101	70,910	98,348	117%	62,819	99,028	116%	67,627	96,517	119%
Grounds Maintenance Worker 2	Facilities & Trades	18	52,308	91,912	62,186	88,173	104%	57,365	92,157	100%	60,454	87,980	104%
Horticulturist	Facilities & Trades	23	65,664	110,601	71,929	99,536	111%	70,869	109,171	101%	77,414	108,167	102%
HVAC Control Technician	Facilities & Trades	25	72,216	119,769	67,679	94,580	127%	62,318	98,398	122%	66,573	95,263	126%
Information Technology Consultant 2	Information Technology	28i-2	74,256	122,623	66,799	93,553	131%	63,990	100,504	122%	68,317	97,339	126%
Instrument Technician 3-Electr	Education, Science & Professional	21	59,832	102,440	68,105	95,076	108%	67,213	104,564	98%	72,723	102,583	100%
Laboratory Technician 2	Education, Science & Professional	19	54,708	95,270	59,124	84,602	113%	58,534	93,630	102%	62,170	90,021	106%
Laborer 2	Facilities & Trades	14	44,772	81,367	42,176	64,837	125%	42,050	72,862	112%	42,851	67,027	121%
Library Technician 3	Education, Science & Professional	19	54,708	95,270	50,645	74,714	128%	48,971	81,581	117%	50,417	76,033	125%
Locksmith	Facilities & Trades	22	62,652	106,386	61,040	86,837	123%	57,518	92,350	115%	60,703	88,276	121%
Machinist	Facilities & Trades	19B	58,884	101,114	59,983	85,604	118%	59,426	94,753	107%	62,854	90,836	111%
Maintenance Laborer Coordinator	Facilities & Trades	17	50,034	88,730	59,906	85,514	104%	61,215	97,007	91%	65,036	93,433	95%
Management Analyst 3	Finance, Business & Contracts	26	75,666	124,596	86,414	116,428	107%	89,461	132,595	94%	100,463	135,602	92%
Medical Aide	Healthcare	16	48,042	85,942	50,826	74,926	115%	47,399	79,601	108%	48,580	73,845	116%
Mid-Level Medical Practitioner	Healthcare	36	121,398	188,588	126,912	163,657	115%	132,760	187,147	101%	132,760	174,045	108%
Mid-level Medical Practitioner - Physician Assistant	Healthcare	36	121,398	188,588	137,088	175,525	107%	137,088	192,601	98%	137,088	179,197	105%
Office Specialist 2	Clerical & Support Services	16	48,042	85,942	50,095	74,073	116%	51,626	84,927	101%	53,459	79,653	108%
Operating Systems/Network Analyst 3	Information Technology	32i-3	119,304	185,658	93,340	124,506	149%	92,934	136,971	136%	104,613	140,541	132%
Painter	Facilities & Trades	18B	56,148	97,285	56,085	81,058	120%	58,726	93,872	104%	62,013	89,835	108%
Parking Services Rep.	Clerical & Support Services	15	46,026	83,122	45,108	68,257	122%	44,952	76,518	109%	45,948	70,713	118%
Payroll Technician	Clerical & Support Services	16	48,042	85,942	60,619	86,346	100%	56,552	91,133	94%	60,055	87,505	98%

Job Title*	Job Category	OPU Salary Range	OPU Range Mid or Control Pt.	OPU Total Compensation at Mid	College Market P50	College Market P50 Total Comp.	OPU vs College Market TC	Public Administration Market P50	Public Administration Market P50 Total Comp	OPU vs PA Market TC	All Industries Market P50	All Industries Market P50 Total Comp	OPU vs All Ind Market
Pipe & Steam Fitter	Facilities & Trades	23B	70,986	118,048	67,530	94,405	125%	66,691	103,907	114%	71,902	101,606	116%
Plumber	Facilities & Trades	27	79,344	129,743	66,927	93,702	138%	64,973	101,743	128%	69,728	99,018	131%
Program Representative 2	Clerical & Support Services	26	75,666	124,596	89,727	120,291	104%	87,974	130,722	95.3%	98,668	133,466	93%
Program Technician 2	Clerical & Support Services	27	79,344	129,743	96,620	128,330	101%	94,580	139,044	93%	106,957	143,332	91%
Project Coordinator	Finance, Business & Contracts	26	75,666	124,596	61,186	87,008	143%	60,495	96,100	130%	64,750	93,093	134%
Property Specialist 3	Clerical & Support Services	16	48,042	85,942	48,252	71,923	119%	48,084	80,464	107%	49,151	74,525	115%
Purchasing Agent 2	Clerical & Support Services	23	65,664	110,601	65,295	91,799	120%	69,231	107,107	103%	75,523	105,916	104%
Refrigeration Mechanic	Facilities & Trades	23B	70,986	118,048	67,087	93,888	126%	61,154	96,931	122%	65,257	93,696	126%
Registered Nurse 2	Healthcare	31	95,940	152,965	92,855	123,940	123%	91,150	134,723	114%	101,567	136,916	112%
Research Analyst 4	Finance, Business & Contracts	29	87,246	140,800	74,305	102,307	138%	73,193	112,098	126%	80,054	111,310	126%
Revenue Agent 2	Clerical & Support Services	18	52,308	91,912	49,400	73,262	125%	49,172	81,835	112%	50,595	76,244	121%
Science Lab Preparator	Education, Science & Professional	20	57,222	98,788	57,167	82,320	120%	56,644	91,249	108%	59,863	87,276	113%
Science Storekeeper	Facilities & Trades	16	48,042	85,942	52,959	77,413	111%	52,577	86,125	100%	54,937	81,413	106%
Senior Graphic Designer	Education, Science & Professional	24	68,880	115,101	75,832	104,087	111%	77,448	117,460	98%	85,365	117,631	98%
Stage Production Coordinator	Education, Science & Professional	15	46,026	83,122	52,104	76,416	109%	51,696	85,015	98%	54,223	80,563	103%
Telecommunications Tech 2	Information Technology	23	65,664	110,601	60,696	86,436	128%	60,089	95,589	116%	63,837	92,006	120%
Trades/Maintenance Coordinator	Facilities & Trades	21T	67,002	112,473	59,906	85,514	132%	61,215	97,007	116%	65,036	93,433	120%
Trades/Maintenance Worker 2	Facilities & Trades	17	50,034	88,730	55,706	80,617	110%	54,292	88,286	101%	56,771	83,595	106%
Average:							122%			110%			113%

* Bold Titles Indicate jobs where the market has more specific data by function, therefore there are multiple market values.

Red highlights indicate when OPU Midpoint lags the market total compensation by 5% or more.

2025 OPU/SEIU COMPENSATION STUDY

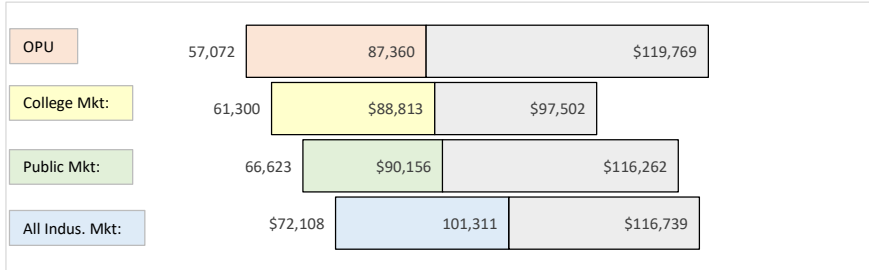
Appendix C: Market and Total Compensation Data - Job Level Detail

Individual Market Pricing Reports - by Classification In ABC Order

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Accountant 2

Total Comp



Salary Range 25:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	57,072	72,216	87,360	47,553	119,769

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$61,300	\$70,185	\$88,813	27,317	97,502
<i>OPU vs College Market:</i>	93%	103%	98%		123%
Public Administration Average (ERI):	\$66,623	\$76,497	\$90,156	39,765	116,262
<i>OPU vs Public Administration Market:</i>	86%	94%	97%		103%
All Industries Average (ERI):	\$72,108	\$84,616	\$101,311	32,123	116,739
<i>OPU vs All Industries Market:</i>	79%	85%	86%		103%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Accountant Level 2	Colleges/Universities Oregon Statewide	\$67,508	\$77,816	\$91,987
		Public Administration (Government) Oregon Statewide	\$66,623	\$76,497	\$90,156
		All Industry Oregon Statewide	\$72,108	\$84,616	\$101,311
CUPA-HR	Accountant	College/University - Peer Group	\$55,091	\$62,555	\$85,638

Source Information

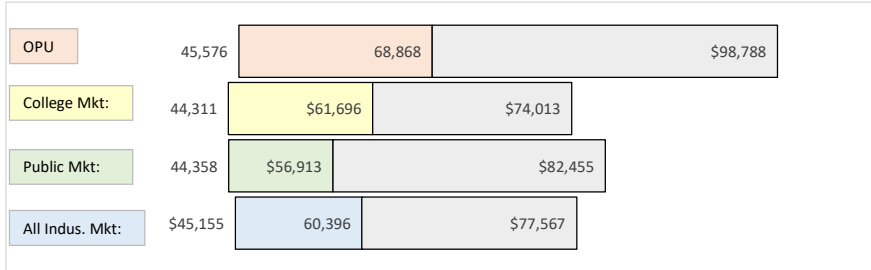
Economic Research Institute (or ERI for short): Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Administrative Program Spec.

Total Comp



Salary Range 20:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	45,576	57,222	68,868	41,566	98,788

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$44,311	\$50,043	\$61,696	23,969	74,013
<i>OPU vs College Market:</i>	103%	114%	112%		133%
Public Administration Average (ERI):	\$44,358	\$49,664	\$56,913	32,791	82,455
<i>OPU vs Public Administration Market:</i>	103%	115%	121%		120%
All Industries Average (ERI):	\$45,155	\$51,706	\$60,396	25,861	77,567
<i>OPU vs All Industries Market:</i>	101%	111%	114%		127%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Program Coordinator Level 2	Colleges/Universities Oregon Statewide	\$44,481	\$49,993	\$57,477
		Public Administration (Government) Oregon Statewide	\$44,358	\$49,664	\$56,913
		All Industry Oregon Statewide	\$45,155	\$51,706	\$60,396
CUPA-HR	Department Assistant	College/University - Peer Group	\$44,141	\$50,094	\$65,914

Source Information

Economic Research Institute (or ERI for short): Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

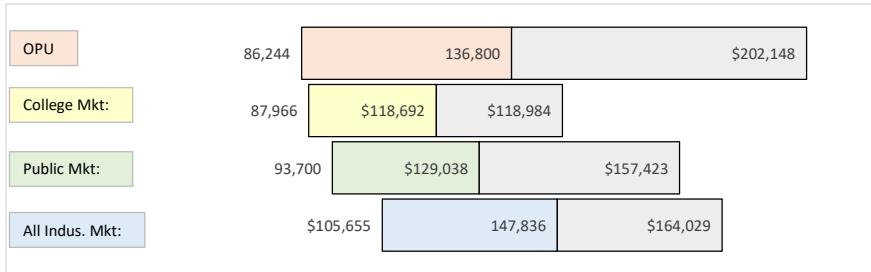
CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.



Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Analyst Programmer 3

Total Comp



Salary Range 34I-3:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	86,244	131,088	136,800	71,060	202,148

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$87,966	\$88,606	\$118,692	30,378	118,984
<i>OPU vs College Market:</i>	98%	148%	115%		170%
Public Administration Average (ERI):	\$93,700	\$109,168	\$129,038	48,256	157,423
<i>OPU vs Public Administration Market:</i>	92%	120%	106%		128%
All Industries Average (ERI):	\$105,655	\$124,345	\$147,836	39,684	164,029
<i>OPU vs All Industries Market:</i>	82%	105%	93%		123%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Application Programmer Level 3	Colleges/Universities Oregon Statewide	\$95,660	\$111,693	\$132,148
		Public Administration (Government) Oregon Statewide	\$93,700	\$109,168	\$129,038
		All Industry Oregon Statewide	\$105,655	\$124,345	\$147,836
CUPA-HR	Application Programmer Analyst	College/University - Peer Group	\$80,271	\$65,518	\$105,236

Source Information

Economic Research Institute (or ERI for short): Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

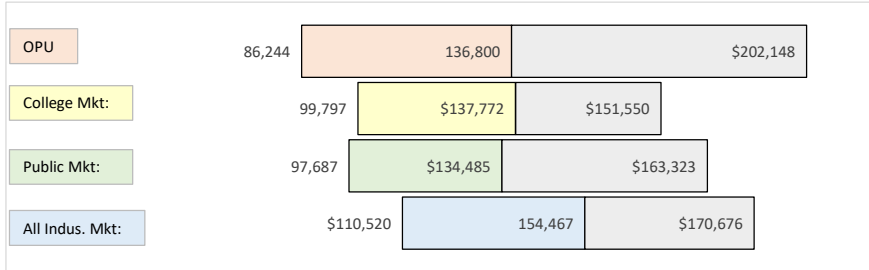
CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.



Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Analyst Programmer 3 - Database

Total Comp



Salary Range 34I-3:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	86,244	131,088	136,800	71,060	202,148

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$99,797	\$116,531	\$137,772	35,019	151,550
<i>OPU vs College Market:</i>	86%	112%	99%		133%
Public Administration Average (ERI):	\$97,687	\$113,851	\$134,485	49,473	163,323
<i>OPU vs Public Administration Market:</i>	88%	115%	102%		124%
All Industries Average (ERI):	\$110,520	\$129,929	\$154,467	40,747	170,676
<i>OPU vs All Industries Market:</i>	78%	101%	89%		118%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Database Programmer Level 3	Colleges/Universities Oregon Statewide	\$99,797	\$116,531	\$137,772
		Public Administration (Government) Oregon Statewide	\$97,687	\$113,851	\$134,485
		All Industry Oregon Statewide	\$110,520	\$129,929	\$154,467
CUPA-HR	0	College/University - Peer Group			

Source Information

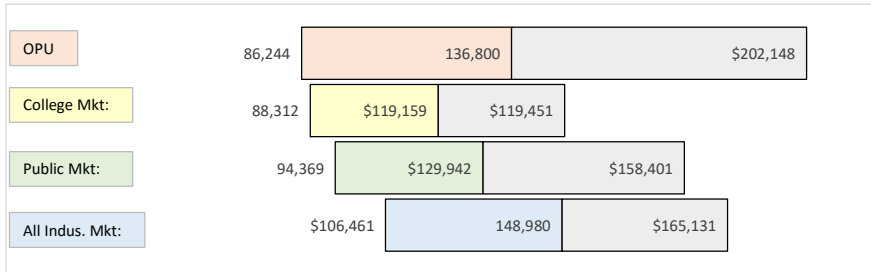
Economic Research Institute (or ERI for short): Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Analyst Programmer 3 - Hardware

Total Comp



Salary Range 34I-3:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	86,244	131,088	136,800	71,060	202,148

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$88,312	\$89,006	\$119,159	30,445	119,451
<i>OPU vs College Market:</i>	98%	147%	115%		169%
Public Administration Average (ERI):	\$94,369	\$109,943	\$129,942	48,457	158,401
<i>OPU vs Public Administration Market:</i>	91%	119%	105%		128%
All Industries Average (ERI):	\$106,461	\$125,271	\$148,980	39,860	165,131
<i>OPU vs All Industries Market:</i>	81%	105%	92%		122%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Systems Analyst Level 3	Colleges/Universities Oregon Statewide	\$96,354	\$112,494	\$133,082
		Public Administration (Government) Oregon Statewide	\$94,369	\$109,943	\$129,942
		All Industry Oregon Statewide	\$106,461	\$125,271	\$148,980
CUPA-HR	Application Programmer Analyst	College/University - Peer Group	\$80,271	\$65,518	\$105,236

Source Information

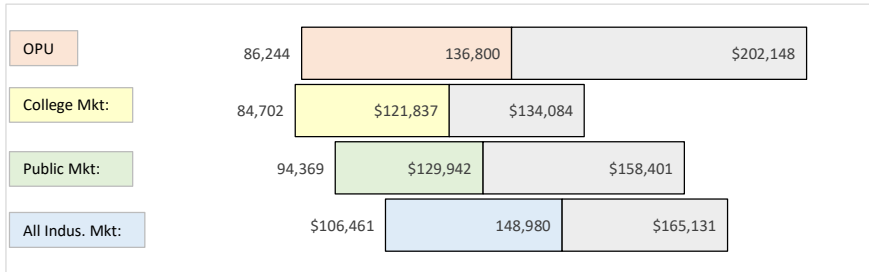
Economic Research Institute (or ERI for short): Data is collected from thousands of survey sources over the years and modeled to reflect real-time market data trends. ERI gathers data from 3 types of sources: surveys they conduct themselves, surveys they purchase from other organizations, and reports from publicly traded organization, such as proxies and 10- Ks.

CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Analyst Programmer 3 - Systems

Total Comp



Salary Range 34I-3:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	86,244	131,088	136,800	71,060	202,148

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$84,702	\$101,554	\$121,837	32,530	134,084
<i>OPU vs College Market:</i>	102%	129%	112%		151%
Public Administration Average (ERI):	\$94,369	\$109,943	\$129,942	48,457	158,401
<i>OPU vs Public Administration Market:</i>	91%	119%	105%		128%
All Industries Average (ERI):	\$106,461	\$125,271	\$148,980	39,860	165,131
<i>OPU vs All Industries Market:</i>	81%	105%	92%		122%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Systems Analyst Level 3	Colleges/Universities Oregon Statewide	\$96,354	\$112,494	\$133,082
		Public Administration (Government) Oregon Statewide	\$94,369	\$109,943	\$129,942
		All Industry Oregon Statewide	\$106,461	\$125,271	\$148,980
CUPA-HR	Systems Programmer Analyst	College/University - Peer Group	\$73,051	\$90,614	\$110,592

Source Information

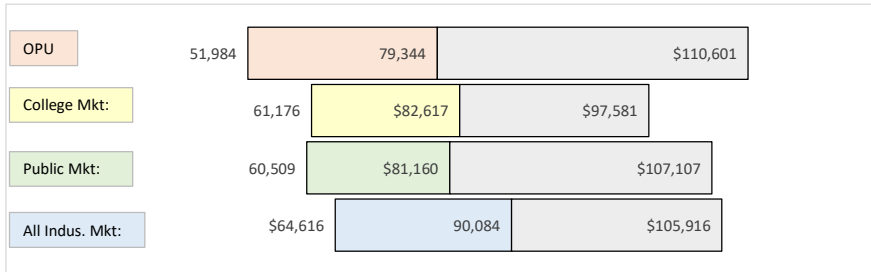
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Buyer 3

Total Comp



Salary Range 23:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	51,984	65,664	79,344	44,937	110,601

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$61,176	\$70,253	\$82,617	27,328	97,581
<i>OPU vs College Market:</i>	85%	93%	96%		113%
Public Administration Average (ERI):	\$60,509	\$69,231	\$81,160	37,876	107,107
<i>OPU vs Public Administration Market:</i>	86%	95%	98%		103%
All Industries Average (ERI):	\$64,616	\$75,523	\$90,084	30,393	105,916
<i>OPU vs All Industries Market:</i>	80%	87%	88%		104%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Buyer/Purchasing Agent Level 2	Colleges/Universities Oregon Statewide	\$61,176	\$70,253	\$82,617
		Public Administration (Government) Oregon Statewide	\$60,509	\$69,231	\$81,160
		All Industry Oregon Statewide	\$64,616	\$75,523	\$90,084
CUPA-HR	0	College/University - Peer Group			

Source Information

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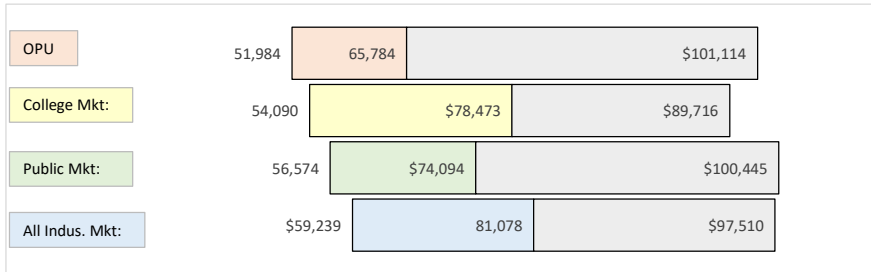
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Carpenter

Total Comp



OPU Salary Range	OPU Benefits/Total Comp				
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
Salary Range 19B:	51,984	58,884	65,784	42,230	101,114

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$54,090	\$63,508	\$78,473	26,207	89,716
OPU vs College Market:	96%	93%	84%	113%	
Public Administration Average (ERI):	\$56,574	\$63,943	\$74,094	36,502	100,445
OPU vs Public Administration Market:	92%	92%	89%	101%	
All Industries Average (ERI):	\$59,239	\$68,461	\$81,078	29,049	97,510
OPU vs All Industries Market:	88%	86%	81%	104%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Carpenter (Gen/Maint) Level 2	Colleges/Universities Oregon Statewide	\$57,004	\$64,672	\$75,216
		Public Administration (Government) Oregon Statewide	\$56,574	\$63,943	\$74,094
		All Industry Oregon Statewide	\$59,239	\$68,461	\$81,078
CUPA-HR	Carpenter (Journeyman)	College/University - Peer Group	\$51,177	\$62,344	\$81,730

Source Information

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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Cashier 2

Total Comp

OPU	37,560	47,496	\$78,227
College Mkt:	36,634	\$46,196	\$62,216
Public Mkt:	36,599	\$46,023	\$70,085
All Indus. Mkt:	\$36,821	47,121	\$64,075

Salary Range 12:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	37,560	42,528	47,496	35,699	78,227

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
Public Administration Average (ERI):	\$36,634	\$39,928	\$46,196	22,288	62,216
<i>OPU vs College Market:</i>	103%	107%	103%		126%
Public Administration Average (ERI):	\$36,599	\$39,846	\$46,023	30,239	70,085
<i>OPU vs Public Administration Market:</i>	103%	107%	103%		112%
All Industries Average (ERI):	\$36,821	\$40,371	\$47,121	23,704	64,075
<i>OPU vs All Industries Market:</i>	102%	105%	101%		122%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Cashier Level 2	Colleges/Universities Oregon Statewide	\$36,634	\$39,928	\$46,196
		Public Administration (Government) Oregon Statewide	\$36,599	\$39,846	\$46,023
		All Industry Oregon Statewide	\$36,821	\$40,371	\$47,121
CUPA-HR	0	College/University - Peer Group			

Source Information

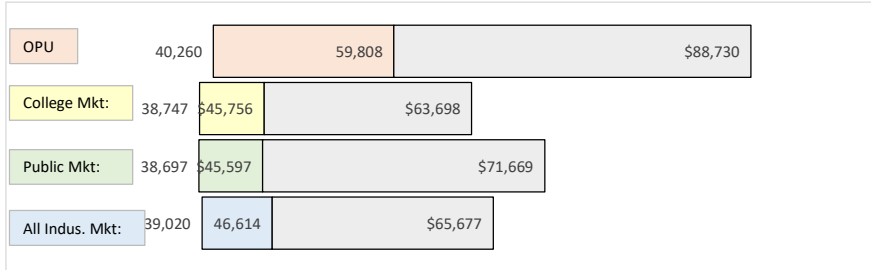
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Cook 2

Total Comp



Salary Range 17:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	40,260	50,034	59,808	38,696	88,730

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$38,747	\$41,199	\$45,756	22,499	63,698
<i>OPU vs College Market:</i>	104%	121%	131%		139%
Public Administration Average (ERI):	\$38,697	\$41,103	\$45,597	30,566	71,669
<i>OPU vs Public Administration Market:</i>	104%	122%	131%		124%
All Industries Average (ERI):	\$39,020	\$41,717	\$46,614	23,960	65,677
<i>OPU vs All Industries Market:</i>	103%	120%	128%		135%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Cook General/Institution Level 2	Colleges/Universities Oregon Statewide	\$38,747	\$41,199	\$45,756
		Public Administration (Government) Oregon Statewide	\$38,697	\$41,103	\$45,597
		All Industry Oregon Statewide	\$39,020	\$41,717	\$46,614
CUPA-HR	0	College/University - Peer Group			

Source Information

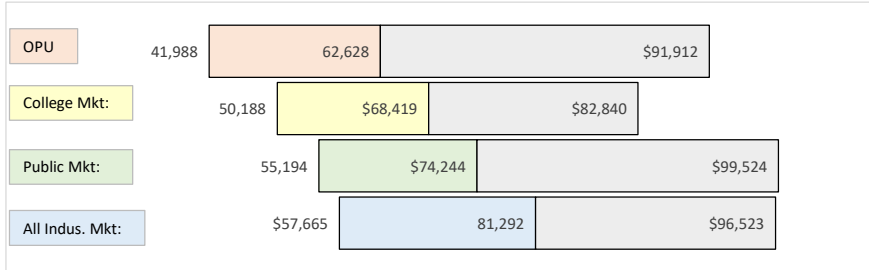
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Custodial Services Coordinator

Total Comp



Salary Range 18:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	41,988	52,308	62,628	39,604	91,912

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$50,188	\$57,613	\$68,419	25,227	82,840
<i>OPU vs College Market:</i>	84%	91%	92%	111%	
Public Administration Average (ERI):	\$55,194	\$63,212	\$74,244	36,312	99,524
<i>OPU vs Public Administration Market:</i>	76%	83%	84%	92%	
All Industries Average (ERI):	\$57,665	\$67,632	\$81,292	28,891	96,523
<i>OPU vs All Industries Market:</i>	73%	77%	77%	95%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Custodial Supervisor Level 2	Colleges/Universities Oregon Statewide	\$55,593	\$63,927	\$75,382
		Public Administration (Government) Oregon Statewide	\$55,194	\$63,212	\$74,244
		All Industry Oregon Statewide	\$57,665	\$67,632	\$81,292
CUPA-HR	Housekeeping Lead	College/University - Peer Group	\$44,783	\$51,298	\$61,457

Source Information

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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Custodian

Total Comp

	MIN / Step 1	MIDDLE	MAX / Top Step	Total Comp @Mid
OPU	37,560	47,496	\$78,227	
College Mkt:	38,164	\$47,826	\$66,313	
Public Mkt:	38,432	\$46,611	\$71,975	
All Indus. Mkt:	\$38,798	47,763	\$66,100	

Salary Range 12:

OPU Salary Range			OPU Benefits/Total Comp	
MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
37,560	42,528	47,496	35,699	78,227

College Average (ERI+CUPA):

Market Average			Mkt. Benefits/Total Comp	
MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
\$38,164	\$43,441	\$47,826	22,872	66,313

OPU vs College Market:

98%	98%	99%	118%	
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Public Administration Average (ERI):

\$38,432	\$41,346	\$46,611	30,629	71,975
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OPU vs Public Administration Market:

98%	103%	102%	109%	
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All Industries Average (ERI):

\$38,798	\$42,072	\$47,763	24,027	66,100
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OPU vs All Industries Market:

97%	101%	99%	118%	
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Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Custodian Level 2	Colleges/Universities Oregon Statewide	\$38,490	\$41,459	\$46,794
		Public Administration (Government) Oregon Statewide	\$38,432	\$41,346	\$46,611
		All Industry Oregon Statewide	\$38,798	\$42,072	\$47,763
CUPA-HR	Custodian or Housekeeper	College/University - Peer Group	\$37,839	\$45,423	\$48,859

Source Information

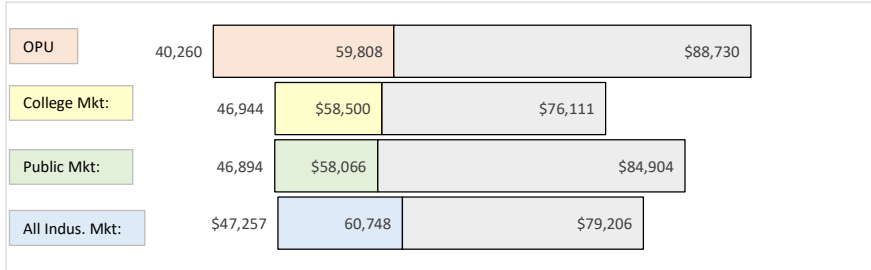
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Dental Assistant 2

Total Comp



Salary Range 17:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	40,260	50,034	59,808	38,696	88,730

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$46,944	\$51,843	\$58,500	24,268	76,111
<i>OPU vs College Market:</i>	86%	97%	102%		117%
Public Administration Average (ERI):	\$46,894	\$51,608	\$58,066	33,296	84,904
<i>OPU vs Public Administration Market:</i>	86%	97%	103%		105%
All Industries Average (ERI):	\$47,257	\$53,083	\$60,748	26,123	79,206
<i>OPU vs All Industries Market:</i>	85%	94%	98%		112%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Dental Assistant Level 2	Colleges/Universities Oregon Statewide	\$46,944	\$51,843	\$58,500
		Public Administration (Government) Oregon Statewide	\$46,894	\$51,608	\$58,066
		All Industry Oregon Statewide	\$47,257	\$53,083	\$60,748
CUPA-HR	0	College/University - Peer Group			

Source Information

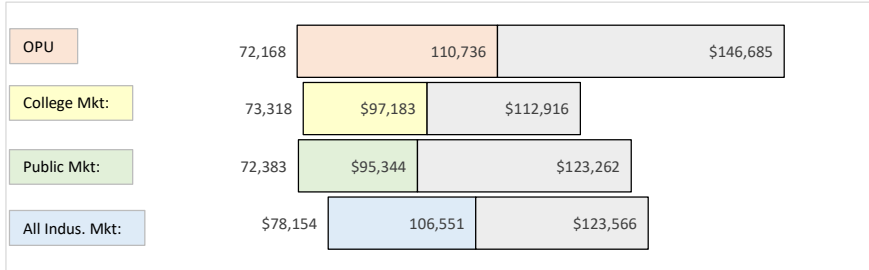
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Dental Hygienist

Total Comp



Salary Range 30:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	72,168	91,452	110,736	55,233	146,685

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$73,318	\$83,403	\$97,183	29,514	112,916
<i>OPU vs College Market:</i>	98%	110%	114%		130%
Public Administration Average (ERI):	\$72,383	\$82,053	\$95,344	41,209	123,262
<i>OPU vs Public Administration Market:</i>	100%	111%	116%		119%
All Industries Average (ERI):	\$78,154	\$90,351	\$106,551	33,215	123,566
<i>OPU vs All Industries Market:</i>	92%	101%	104%		119%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Dental Hygienist Level 2	Colleges/Universities Oregon Statewide	\$73,318	\$83,403	\$97,183
		Public Administration (Government) Oregon Statewide	\$72,383	\$82,053	\$95,344
		All Industry Oregon Statewide	\$78,154	\$90,351	\$106,551
CUPA-HR	0	College/University - Peer Group			

Source Information

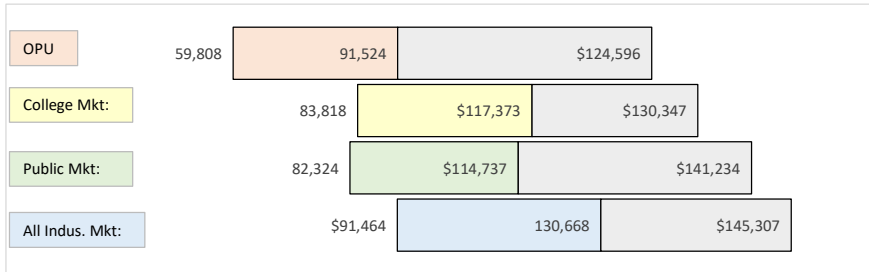
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Development Engineer

Total Comp



Salary Range 26:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	59,808	75,666	91,524	48,930	124,596

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$83,818	\$98,349	\$117,373	31,998	130,347
<i>OPU vs College Market:</i>	71%	77%	78%		96%
Public Administration Average (ERI):	\$82,324	\$96,318	\$114,737	44,916	141,234
<i>OPU vs Public Administration Market:</i>	73%	79%	80%		88%
All Industries Average (ERI):	\$91,464	\$108,616	\$130,668	36,691	145,307
<i>OPU vs All Industries Market:</i>	65%	70%	70%		86%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Design Engineer Level 2	Colleges/Universities Oregon Statewide	\$83,818	\$98,349	\$117,373
		Public Administration (Government) Oregon Statewide	\$82,324	\$96,318	\$114,737
		All Industry Oregon Statewide	\$91,464	\$108,616	\$130,668
CUPA-HR	0	College/University - Peer Group			

Source Information

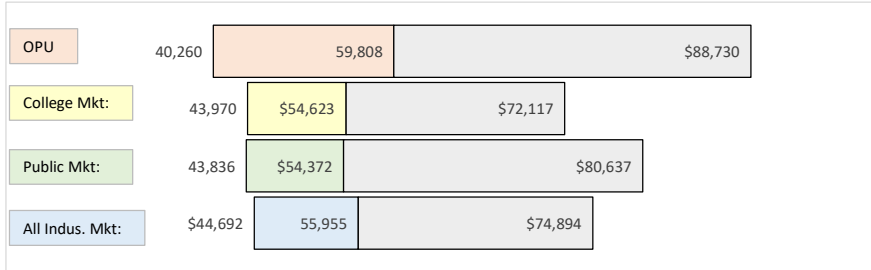
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Early Childhood Assoc. Teacher

Total Comp



Salary Range 17:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	40,260	50,034	59,808	38,696	88,730

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$43,970	\$48,418	\$54,623	23,699	72,117
<i>OPU vs College Market:</i>	92%	103%	109%		123%
Public Administration Average (ERI):	\$43,836	\$48,221	\$54,372	32,416	80,637
<i>OPU vs Public Administration Market:</i>	92%	104%	110%		110%
All Industries Average (ERI):	\$44,692	\$49,461	\$55,955	25,433	74,894
<i>OPU vs All Industries Market:</i>	90%	101%	107%		118%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Teacher Preschool Level 2	Colleges/Universities Oregon Statewide	\$43,970	\$48,418	\$54,623
		Public Administration (Government) Oregon Statewide	\$43,836	\$48,221	\$54,372
		All Industry Oregon Statewide	\$44,692	\$49,461	\$55,955
CUPA-HR	0	College/University - Peer Group			

Source Information

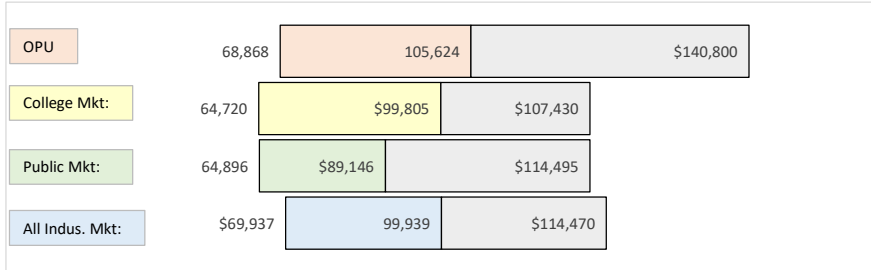
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: EH&S Professional 3

Total Comp



Salary Range 29:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	68,868	87,246	105,624	53,554	140,800

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$64,720	\$78,699	\$99,805	28,732	107,430
<i>OPU vs College Market:</i>	106%	111%	106%		131%
Public Administration Average (ERI):	\$64,896	\$75,095	\$89,146	39,400	114,495
<i>OPU vs Public Administration Market:</i>	106%	116%	118%		123%
All Industries Average (ERI):	\$69,937	\$82,709	\$99,939	31,761	114,470
<i>OPU vs All Industries Market:</i>	98%	105%	106%		123%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Environmental Health and Safety Specialist Level 3	Colleges/Universities Oregon Statewide	\$65,717	\$76,332	\$90,910
		Public Administration (Government) Oregon Statewide	\$64,896	\$75,095	\$89,146
		All Industry Oregon Statewide	\$69,937	\$82,709	\$99,939
CUPA-HR	Environmental Health and Safety Specialist	College/University - Peer Group	\$63,722	\$81,065	\$108,700

Source Information

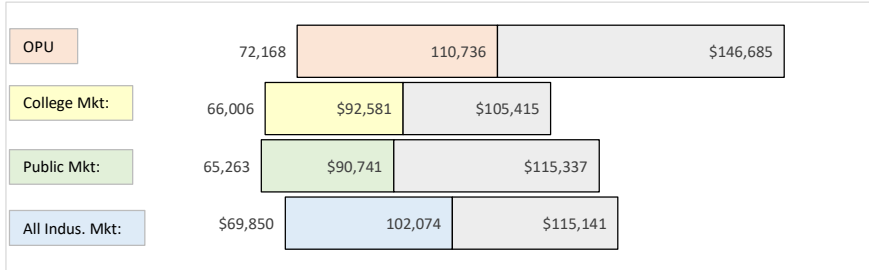
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Electrical/Control System Tech.

Total Comp



Salary Range 30:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	72,168	91,452	110,736	55,233	146,685

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$66,006	\$76,970	\$92,581	28,444	105,415
<i>OPU vs College Market:</i>	109%	119%	120%		139%
Public Administration Average (ERI):	\$65,263	\$75,763	\$90,741	39,574	115,337
<i>OPU vs Public Administration Market:</i>	111%	121%	122%		127%
All Industries Average (ERI):	\$69,850	\$83,273	\$102,074	31,868	115,141
<i>OPU vs All Industries Market:</i>	103%	110%	108%		127%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Electrician Level 3	Colleges/Universities Oregon Statewide	\$66,006	\$76,970	\$92,581
		Public Administration (Government) Oregon Statewide	\$65,263	\$75,763	\$90,741
		All Industry Oregon Statewide	\$69,850	\$83,273	\$102,074
CUPA-HR	0	College/University - Peer Group			

Source Information

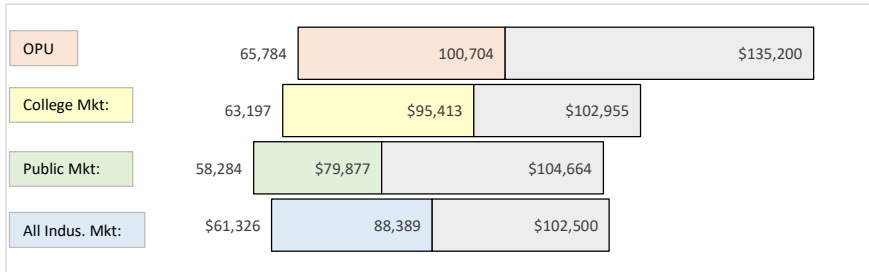
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Electrician

Total Comp



Salary Range 28:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	65,784	83,244	100,704	51,956	135,200

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$63,197	\$74,861	\$95,413	28,094	102,955
<i>OPU vs College Market:</i>	104%	111%	106%		131%
Public Administration Average (ERI):	\$58,284	\$67,292	\$79,877	37,372	104,664
<i>OPU vs Public Administration Market:</i>	113%	124%	126%		129%
All Industries Average (ERI):	\$61,326	\$72,653	\$88,389	29,847	102,500
<i>OPU vs All Industries Market:</i>	107%	115%	114%		132%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Electrician Level 2	Colleges/Universities Oregon Statewide	\$58,776	\$68,154	\$81,251
		Public Administration (Government) Oregon Statewide	\$58,284	\$67,292	\$79,877
		All Industry Oregon Statewide	\$61,326	\$72,653	\$88,389
CUPA-HR	Electrician (Journeyman)	College/University - Peer Group	\$67,619	\$81,567	\$109,576

Source Information

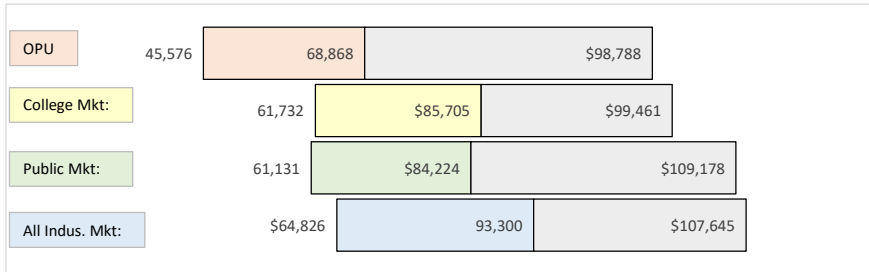
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Executive Support Specialist 2

Total Comp



Salary Range 20:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	45,576	57,222	68,868	41,566	98,788

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$61,732	\$71,865	\$85,705	27,596	99,461
<i>OPU vs College Market:</i>	74%	80%	80%		99%
Public Administration Average (ERI):	\$61,131	\$70,875	\$84,224	38,303	109,178
<i>OPU vs Public Administration Market:</i>	75%	81%	82%		90%
All Industries Average (ERI):	\$64,826	\$76,975	\$93,300	30,669	107,645
<i>OPU vs All Industries Market:</i>	70%	74%	74%		92%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Executive Assistant Level 2	Colleges/Universities Oregon Statewide	\$61,732	\$71,865	\$85,705
		Public Administration (Government) Oregon Statewide	\$61,131	\$70,875	\$84,224
		All Industry Oregon Statewide	\$64,826	\$76,975	\$93,300
CUPA-HR	0	College/University - Peer Group			

Source Information

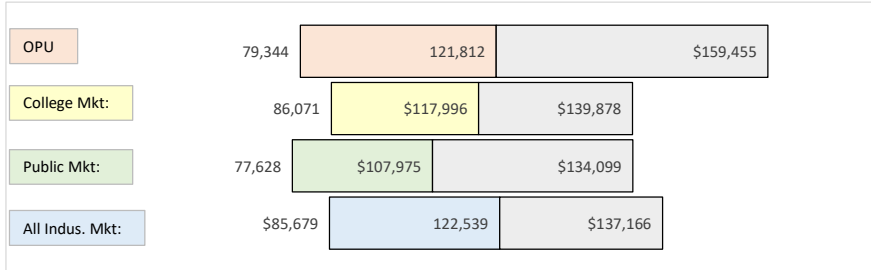
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Facilities Engineer 3

Total Comp



Salary Range 32:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	79,344	100,578	121,812	58,877	159,455

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$86,071	\$106,522	\$117,996	33,356	139,878
<i>OPU vs College Market:</i>	92%	94%	103%		114%
Public Administration Average (ERI):	\$77,628	\$90,655	\$107,975	43,444	134,099
<i>OPU vs Public Administration Market:</i>	102%	111%	113%		119%
All Industries Average (ERI):	\$85,679	\$101,777	\$122,539	35,389	137,166
<i>OPU vs All Industries Market:</i>	93%	99%	99%		116%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Facilities Engineer Level 2	Colleges/Universities Oregon Statewide	\$78,940	\$92,486	\$110,383
		Public Administration (Government) Oregon Statewide	\$77,628	\$90,655	\$107,975
		All Industry Oregon Statewide	\$85,679	\$101,777	\$122,539
CUPA-HR	Engineer, Construction Projects Coordinator	College/University - Peer Group	\$93,203	\$120,558	\$125,610

Source Information

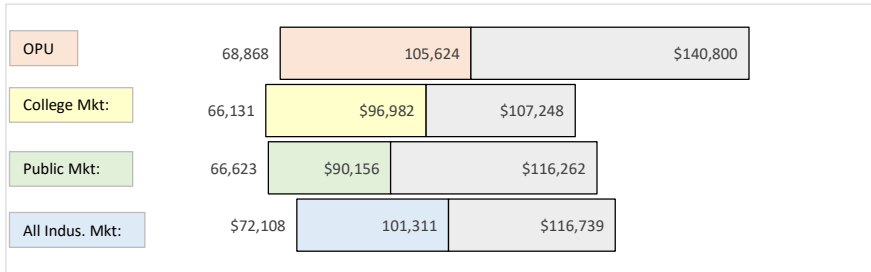
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Fiscal Coordinator 2 - Accountant

Total Comp



Salary Range 29:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	68,868	87,246	105,624	53,554	140,800

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$66,131	\$78,542	\$96,982	28,706	107,248
<i>OPU vs College Market:</i>	<i>104%</i>	<i>111%</i>	<i>109%</i>		<i>131%</i>
Public Administration Average (ERI):	\$66,623	\$76,497	\$90,156	39,765	116,262
<i>OPU vs Public Administration Market:</i>	<i>103%</i>	<i>114%</i>	<i>117%</i>		<i>121%</i>
All Industries Average (ERI):	\$72,108	\$84,616	\$101,311	32,123	116,739
<i>OPU vs All Industries Market:</i>	<i>96%</i>	<i>103%</i>	<i>104%</i>		<i>121%</i>

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Accountant & Auditor Level 2	Colleges/Universities Oregon Statewide	\$67,508	\$77,816	\$91,987
		Public Administration (Government) Oregon Statewide	\$66,623	\$76,497	\$90,156
		All Industry Oregon Statewide	\$72,108	\$84,616	\$101,311
CUPA-HR	Accountant, Senior	College/University - Peer Group	\$64,753	\$79,268	\$101,977

Source Information

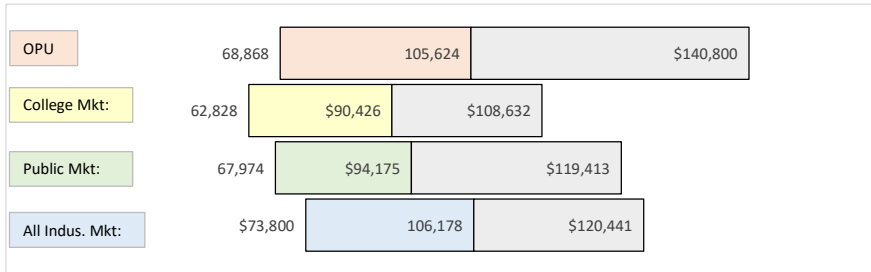
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Fiscal Coordinator 2 - Analyst

Total Comp



Salary Range 29:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	68,868	87,246	105,624	53,554	140,800

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$62,828	\$79,729	\$90,426	28,903	108,632
<i>OPU vs College Market:</i>	110%	109%	117%		130%
Public Administration Average (ERI):	\$67,974	\$78,998	\$94,175	40,415	119,413
<i>OPU vs Public Administration Market:</i>	101%	110%	112%		118%
All Industries Average (ERI):	\$73,800	\$87,726	\$106,178	32,715	120,441
<i>OPU vs All Industries Market:</i>	93%	99%	99%		117%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Accountant Financial Analyst Level 2	Colleges/Universities Oregon Statewide	\$68,916	\$80,417	\$96,154
		Public Administration (Government) Oregon Statewide	\$67,974	\$78,998	\$94,175
		All Industry Oregon Statewide	\$73,800	\$87,726	\$106,178
CUPA-HR	Budget Analyst	College/University - Peer Group	\$56,741	\$79,042	\$84,698

Source Information

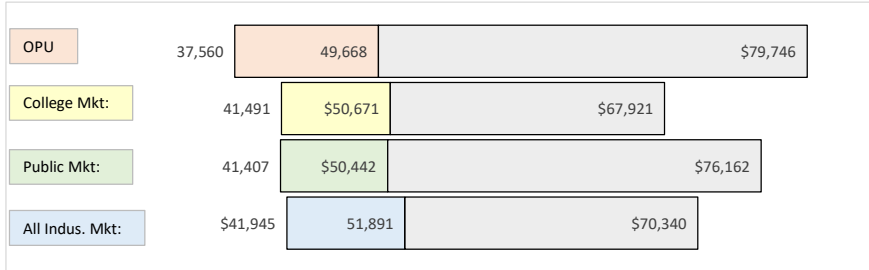
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Food Service Worker 3

Total Comp



Salary Range 13:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	37,560	43,614	49,668	36,132	79,746

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
OPU vs College Market:	91%	97%	98%		117%
Public Administration Average (ERI):	\$41,407	\$44,669	\$50,442	31,493	76,162
OPU vs Public Administration Market:	91%	98%	98%		105%
All Industries Average (ERI):	\$41,945	\$45,634	\$51,891	24,705	70,340
OPU vs All Industries Market:	90%	96%	96%		113%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Cook General/Institution Level 3	Colleges/Universities Oregon Statewide	\$41,491	\$44,820	\$50,671
		Public Administration (Government) Oregon Statewide	\$41,407	\$44,669	\$50,442
		All Industry Oregon Statewide	\$41,945	\$45,634	\$51,891
CUPA-HR	0	College/University - Peer Group			

Source Information

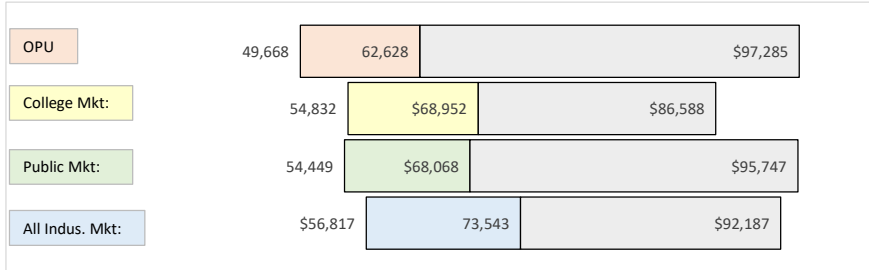
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: General Maintenance Mechanic

Total Comp



Salary Range 18B:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	49,668	56,148	62,628	41,137	97,285

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$54,832	\$60,827	\$68,952	25,761	86,588
<i>OPU vs College Market:</i>	91%	92%	91%		112%
Public Administration Average (ERI):	\$54,449	\$60,214	\$68,068	35,533	95,747
<i>OPU vs Public Administration Market:</i>	91%	93%	92%		102%
All Industries Average (ERI):	\$56,817	\$63,989	\$73,543	28,198	92,187
<i>OPU vs All Industries Market:</i>	87%	88%	85%		106%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Mechanic Maintenance Level 2	Colleges/Universities Oregon Statewide	\$54,832	\$60,827	\$68,952
		Public Administration (Government) Oregon Statewide	\$54,449	\$60,214	\$68,068
		All Industry Oregon Statewide	\$56,817	\$63,989	\$73,543
CUPA-HR	0	College/University - Peer Group			

Source Information

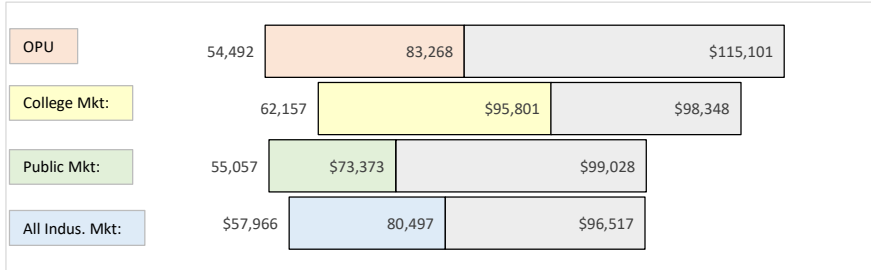
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Grants/Contracts Coordinator

Total Comp



Salary Range 24:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	54,492	68,880	83,268	46,221	115,101

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$62,157	\$70,910	\$95,801	27,437	98,348
<i>OPU vs College Market:</i>	88%	97%	87%		117%
Public Administration Average (ERI):	\$55,057	\$62,819	\$73,373	36,210	99,028
<i>OPU vs Public Administration Market:</i>	99%	110%	113%		116%
All Industries Average (ERI):	\$57,966	\$67,627	\$80,497	28,890	96,517
<i>OPU vs All Industries Market:</i>	94%	102%	103%		119%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Grant Analyst Level 2	Colleges/Universities Oregon Statewide	\$55,528	\$63,598	\$74,533
		Public Administration (Government) Oregon Statewide	\$55,057	\$62,819	\$73,373
		All Industry Oregon Statewide	\$57,966	\$67,627	\$80,497
CUPA-HR	Contract and Grants Specialist	College/University - Peer Group	\$68,786	\$78,222	\$117,069

Source Information

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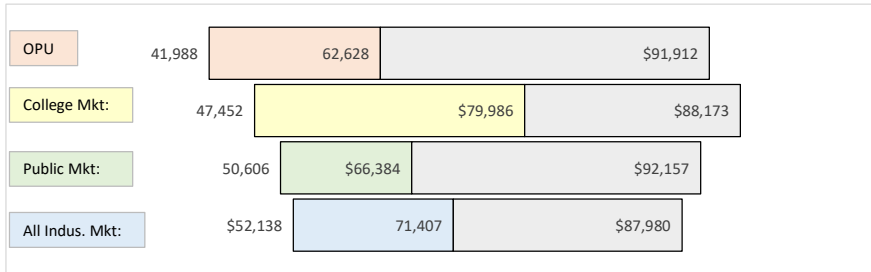
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Grounds Maintenance Worker 2

Total Comp



Salary Range 18:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	41,988	52,308	62,628	39,604	91,912

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$47,452	\$62,186	\$79,986	25,987	88,173
<i>OPU vs College Market:</i>	88%	84%	78%		104%
Public Administration Average (ERI):	\$50,606	\$57,365	\$66,384	34,792	92,157
<i>OPU vs Public Administration Market:</i>	83%	91%	94%		100%
All Industries Average (ERI):	\$52,138	\$60,454	\$71,407	27,525	87,980
<i>OPU vs All Industries Market:</i>	81%	87%	88%		104%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Grounds Maintenance Foreman Level 1	Colleges/Universities Oregon Statewide	\$50,849	\$57,865	\$67,196
		Public Administration (Government) Oregon Statewide	\$50,606	\$57,365	\$66,384
		All Industry Oregon Statewide	\$52,138	\$60,454	\$71,407
CUPA-HR	Groundskeeping Lead	College/University - Peer Group	\$44,055	\$66,506	\$92,776

Source Information

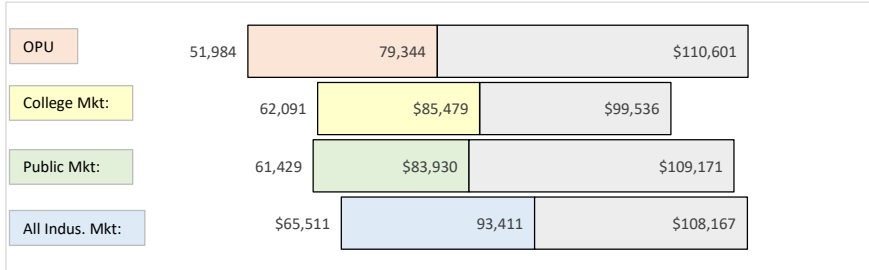
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Horticulturist

Total Comp



Salary Range 23:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	51,984	65,664	79,344	44,937	110,601

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$62,091	\$71,929	\$85,479	27,607	99,536
<i>OPU vs College Market:</i>	84%	91%	93%		111%
Public Administration Average (ERI):	\$61,429	\$70,869	\$83,930	38,302	109,171
<i>OPU vs Public Administration Market:</i>	85%	93%	95%		101%
All Industries Average (ERI):	\$65,511	\$77,414	\$93,411	30,753	108,167
<i>OPU vs All Industries Market:</i>	79%	85%	85%		102%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Horticulturist Level 2	Colleges/Universities Oregon Statewide	\$62,091	\$71,929	\$85,479
		Public Administration (Government) Oregon Statewide	\$61,429	\$70,869	\$83,930
		All Industry Oregon Statewide	\$65,511	\$77,414	\$93,411
CUPA-HR	0	College/University - Peer Group			

Source Information

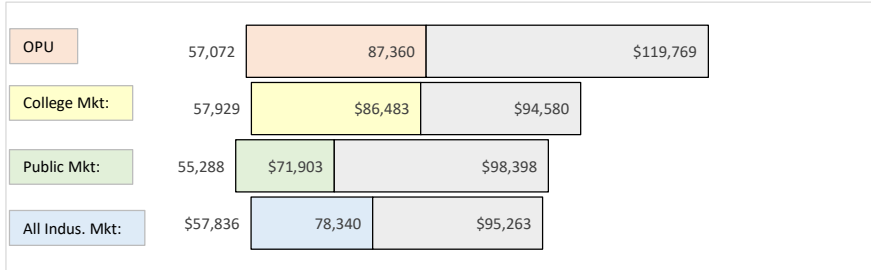
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: HVAC Control Technician

Total Comp



Salary Range 25:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	57,072	72,216	87,360	47,553	119,769

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$57,929	\$67,679	\$86,483	26,900	94,580
<i>OPU vs College Market:</i>	99%	107%	101%		127%
Public Administration Average (ERI):	\$55,288	\$62,318	\$71,903	36,080	98,398
<i>OPU vs Public Administration Market:</i>	103%	116%	121%		122%
All Industries Average (ERI):	\$57,836	\$66,573	\$78,340	28,690	95,263
<i>OPU vs All Industries Market:</i>	99%	108%	112%		126%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	HVAC Service Technician Level 2	Colleges/Universities Oregon Statewide	\$55,700	\$63,008	\$72,943
		Public Administration (Government) Oregon Statewide	\$55,288	\$62,318	\$71,903
		All Industry Oregon Statewide	\$57,836	\$66,573	\$78,340
CUPA-HR	HVAC Mechanic (Journeyman)	College/University - Peer Group	\$60,158	\$72,351	\$100,023

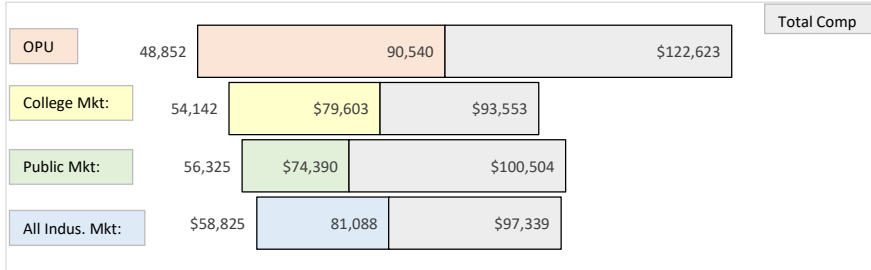
Source Information

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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Information Technology Consultant 2



Salary Range 28I-2:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	48,852	74,256	90,540	48,367	122,623

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$54,142	\$66,799	\$79,603	26,754	93,553
<i>OPU vs College Market:</i>	90%	111%	114%		131%
Public Administration Average (ERI):	\$56,325	\$63,990	\$74,390	36,514	100,504
<i>OPU vs Public Administration Market:</i>	87%	116%	122%		122%
All Industries Average (ERI):	\$58,825	\$68,317	\$81,088	29,022	97,339
<i>OPU vs All Industries Market:</i>	83%	109%	112%		126%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Instructional Technology Specialist Level 2	Colleges/Universities Oregon Statewide	\$56,729	\$64,692	\$75,474
		Public Administration (Government) Oregon Statewide	\$56,325	\$63,990	\$74,390
		All Industry Oregon Statewide	\$58,825	\$68,317	\$81,088
CUPA-HR	IT Client Support Specialist	College/University - Peer Group	\$51,555	\$68,906	\$83,732

Source Information

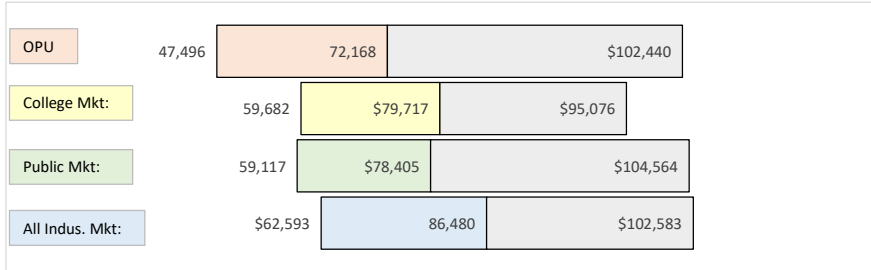
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Instrument Technician 3-Electr

Total Comp



Salary Range 21:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	47,496	59,832	72,168	42,608	102,440

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$59,682	\$68,105	\$79,717	26,971	95,076
<i>OPU vs College Market:</i>	80%	88%	91%		108%
Public Administration Average (ERI):	\$59,117	\$67,213	\$78,405	37,352	104,564
<i>OPU vs Public Administration Market:</i>	80%	89%	92%		98%
All Industries Average (ERI):	\$62,593	\$72,723	\$86,480	29,860	102,583
<i>OPU vs All Industries Market:</i>	76%	82%	83%		100%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Instrument Technician Level 2	Colleges/Universities Oregon Statewide	\$59,682	\$68,105	\$79,717
		Public Administration (Government) Oregon Statewide	\$59,117	\$67,213	\$78,405
		All Industry Oregon Statewide	\$62,593	\$72,723	\$86,480
CUPA-HR	0	College/University - Peer Group			

Source Information

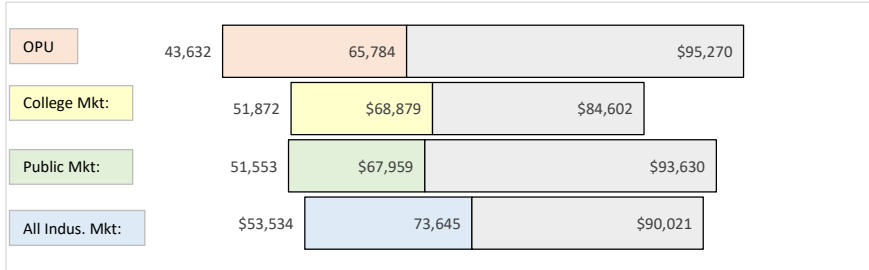
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Laboratory Technician 2

Total Comp



Salary Range 19:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	43,632	54,708	65,784	40,562	95,270

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
OPU vs College Market:	84%	93%	96%		113%
Public Administration Average (ERI):	\$51,553	\$58,534	\$67,959	35,096	93,630
OPU vs Public Administration Market:	85%	93%	97%		102%
All Industries Average (ERI):	\$53,534	\$62,170	\$73,645	27,852	90,021
OPU vs All Industries Market:	82%	88%	89%		106%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Laboratory Technician Level 2	Colleges/Universities Oregon Statewide	\$51,872	\$59,124	\$68,879
		Public Administration (Government) Oregon Statewide	\$51,553	\$58,534	\$67,959
		All Industry Oregon Statewide	\$53,534	\$62,170	\$73,645
CUPA-HR	0	College/University - Peer Group			

Source Information

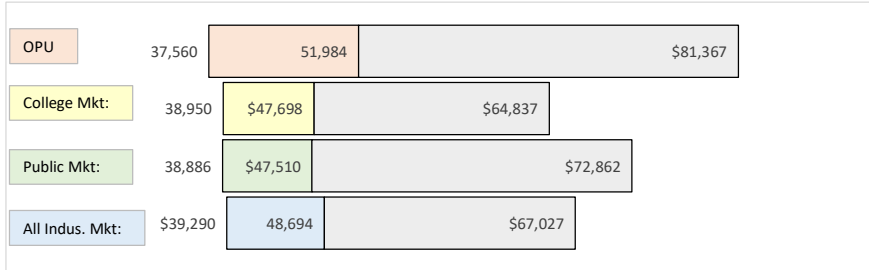
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Laborer 2

Total Comp



Salary Range 14:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	37,560	44,772	51,984	36,595	81,367

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$38,950	\$42,176	\$47,698	22,662	64,837
<i>OPU vs College Market:</i>	96%	106%	109%		125%
Public Administration Average (ERI):	\$38,886	\$42,050	\$47,510	30,812	72,862
<i>OPU vs Public Administration Market:</i>	97%	106%	109%		112%
All Industries Average (ERI):	\$39,290	\$42,851	\$48,694	24,176	67,027
<i>OPU vs All Industries Market:</i>	96%	104%	107%		121%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Worker Blue Collar Level 2	Colleges/Universities Oregon Statewide	\$38,950	\$42,176	\$47,698
		Public Administration (Government) Oregon Statewide	\$38,886	\$42,050	\$47,510
		All Industry Oregon Statewide	\$39,290	\$42,851	\$48,694
CUPA-HR	0	College/University - Peer Group			

Source Information

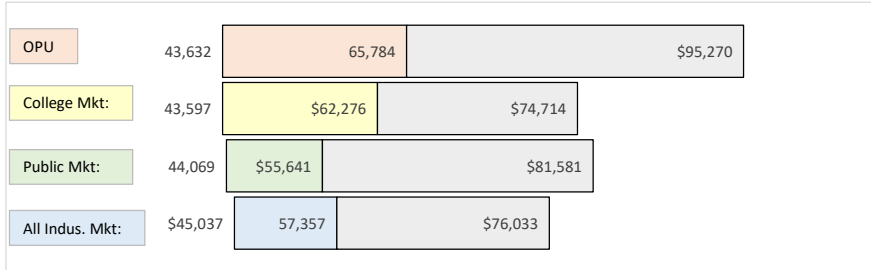
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Library Technician 3

Total Comp



Salary Range 19:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX / Top Step	Benefits @Mid	Total Comp @Mid
	43,632	54,708	65,784	40,562	95,270

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$43,597	\$50,645	\$62,276	24,069	74,714
<i>OPU vs College Market:</i>	100%	108%	106%		128%
Public Administration Average (ERI):	\$44,069	\$48,971	\$55,641	32,610	81,581
<i>OPU vs Public Administration Market:</i>	99%	112%	118%		117%
All Industries Average (ERI):	\$45,037	\$50,417	\$57,357	25,615	76,033
<i>OPU vs All Industries Market:</i>	97%	109%	115%		125%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Library Clerk Level 3	Colleges/Universities Oregon Statewide	\$44,220	\$49,199	\$55,915
		Public Administration (Government) Oregon Statewide	\$44,069	\$48,971	\$55,641
		All Industry Oregon Statewide	\$45,037	\$50,417	\$57,357
CUPA-HR	Library Paraprofessional	College/University - Peer Group	\$42,974	\$52,091	\$68,637

Source Information

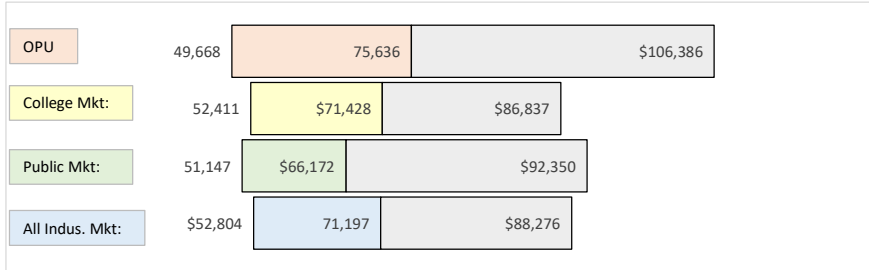
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Locksmith

Total Comp



Salary Range 22:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	49,668	62,652	75,636	43,734	106,386

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$52,411	\$61,040	\$71,428	25,797	86,837
<i>OPU vs College Market:</i>	95%	103%	106%		123%
Public Administration Average (ERI):	\$51,147	\$57,518	\$66,172	34,832	92,350
<i>OPU vs Public Administration Market:</i>	97%	109%	114%		115%
All Industries Average (ERI):	\$52,804	\$60,703	\$71,197	27,573	88,276
<i>OPU vs All Industries Market:</i>	94%	103%	106%		121%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Locksmith Level 2	Colleges/Universities Oregon Statewide	\$51,413	\$58,033	\$66,985
		Public Administration (Government) Oregon Statewide	\$51,147	\$57,518	\$66,172
		All Industry Oregon Statewide	\$52,804	\$60,703	\$71,197
CUPA-HR	Locksmith (Journeyman)	College/University - Peer Group	\$53,408	\$64,047	\$75,871

Source Information

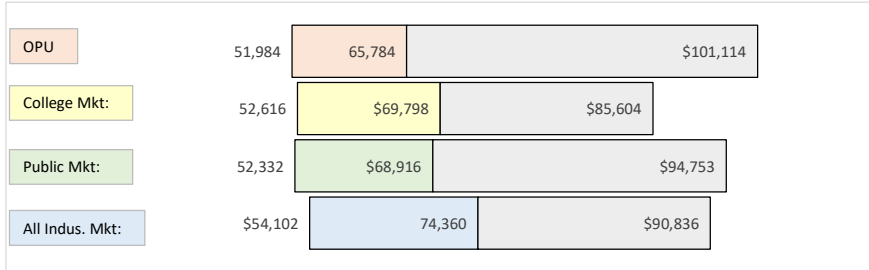
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Machinist

Total Comp



Salary Range 19B:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	51,984	58,884	65,784	42,230	101,114

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$52,616	\$59,983	\$69,798	25,621	85,604
<i>OPU vs College Market:</i>	99%	98%	94%		118%
Public Administration Average (ERI):	\$52,332	\$59,426	\$68,916	35,328	94,753
<i>OPU vs Public Administration Market:</i>	99%	99%	95%		107%
All Industries Average (ERI):	\$54,102	\$62,854	\$74,360	27,982	90,836
<i>OPU vs All Industries Market:</i>	96%	94%	88%		111%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Machinist Level 2	Colleges/Universities Oregon Statewide	\$52,616	\$59,983	\$69,798
		Public Administration (Government) Oregon Statewide	\$52,332	\$59,426	\$68,916
		All Industry Oregon Statewide	\$54,102	\$62,854	\$74,360
CUPA-HR	0	College/University - Peer Group			

Source Information

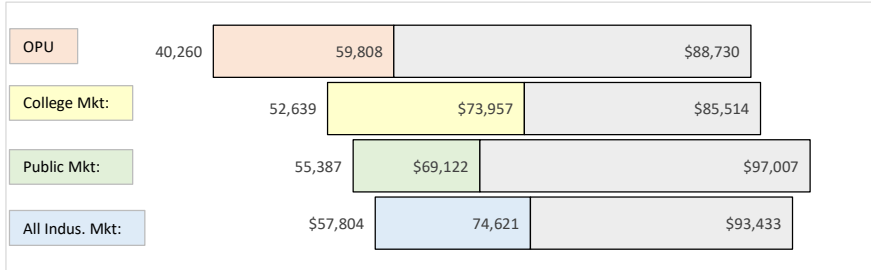
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Maintenance Laborer Coordinator

Total Comp



Salary Range 17:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	40,260	50,034	59,808	38,696	88,730

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$52,639	\$59,906	\$73,957	25,608	85,514
<i>OPU vs College Market:</i>	76%	84%	81%		104%
Public Administration Average (ERI):	\$55,387	\$61,215	\$69,122	35,793	97,007
<i>OPU vs Public Administration Market:</i>	73%	82%	87%		91%
All Industries Average (ERI):	\$57,804	\$65,036	\$74,621	28,397	93,433
<i>OPU vs All Industries Market:</i>	70%	77%	80%		95%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Coordinator Maintenance Level 2	Colleges/Universities Oregon Statewide	\$55,777	\$61,834	\$70,012
		Public Administration (Government) Oregon Statewide	\$55,387	\$61,215	\$69,122
		All Industry Oregon Statewide	\$57,804	\$65,036	\$74,621
CUPA-HR	General Maintenance Lead	College/University - Peer Group	\$49,501	\$57,978	\$77,901

Source Information

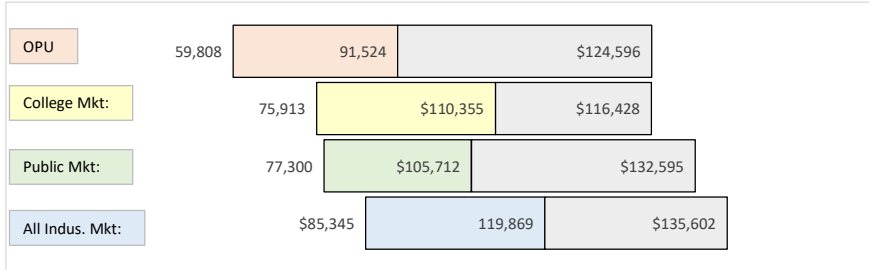
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Management Analyst 3

Total Comp



Salary Range 26:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	59,808	75,666	91,524	48,930	124,596

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$75,913	\$86,414	\$110,355	30,014	116,428
<i>OPU vs College Market:</i>	79%	88%	83%	107%	
Public Administration Average (ERI):	\$77,300	\$89,461	\$105,712	43,134	132,595
<i>OPU vs Public Administration Market:</i>	77%	85%	87%	94%	
All Industries Average (ERI):	\$85,345	\$100,463	\$119,869	35,139	135,602
<i>OPU vs All Industries Market:</i>	70%	75%	76%	92%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Business Analyst Level 2	Colleges/Universities Oregon Statewide	\$78,607	\$91,269	\$108,059
		Public Administration (Government) Oregon Statewide	\$77,300	\$89,461	\$105,712
		All Industry Oregon Statewide	\$85,345	\$100,463	\$119,869
CUPA-HR	Business Analyst	College/University - Peer Group	\$73,218	\$81,559	\$112,651

Source Information

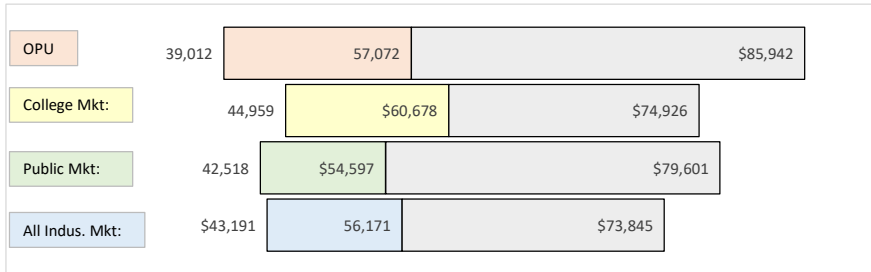
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Medical Aide

Total Comp



Salary Range 16:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	39,012	48,042	57,072	37,900	85,942

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$44,959	\$50,826	\$60,678	24,099	74,926
<i>OPU vs College Market:</i>	87%	95%	94%		115%
Public Administration Average (ERI):	\$42,518	\$47,399	\$54,597	32,202	79,601
<i>OPU vs Public Administration Market:</i>	92%	101%	105%		108%
All Industries Average (ERI):	\$43,191	\$48,580	\$56,171	25,266	73,845
<i>OPU vs All Industries Market:</i>	90%	99%	102%		116%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Medical Assistant Certified Level 2	Colleges/Universities Oregon Statewide	\$42,622	\$47,585	\$54,847
		Public Administration (Government) Oregon Statewide	\$42,518	\$47,399	\$54,597
		All Industry Oregon Statewide	\$43,191	\$48,580	\$56,171
CUPA-HR	Medical Assistant	College/University - Peer Group	\$47,297	\$54,067	\$66,508

Source Information

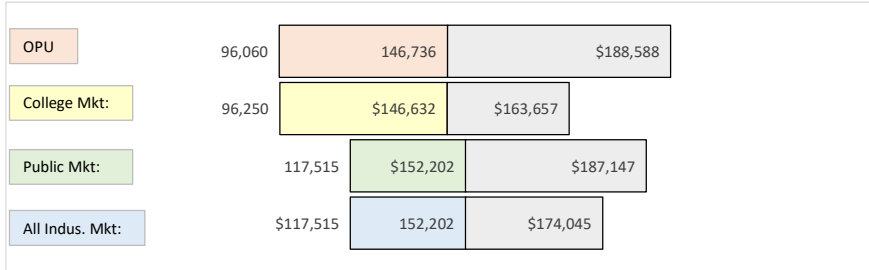
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Mid-Level Medical Practitioner

Total Comp



Salary Range 36:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	96,060	121,398	146,736	67,190	188,588

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$96,250	\$126,912	\$146,632	36,745	163,657
<i>OPU vs College Market:</i>	100%	96%	100%		115%
Public Administration Average (ERI):	\$117,515	\$132,760	\$152,202	54,387	187,147
<i>OPU vs Public Administration Market:</i>	82%	91%	96%		101%
All Industries Average (ERI):	\$117,515	\$132,760	\$152,202	41,285	174,045
<i>OPU vs All Industries Market:</i>	82%	91%	96%		108%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Nurse Practitioner Level 2	Colleges/Universities Oregon Statewide	\$117,515	\$132,760	\$152,202
		Public Administration (Government) Oregon Statewide	\$117,515	\$132,760	\$152,202
		All Industry Oregon Statewide	\$117,515	\$132,760	\$152,202
CUPA-HR	Nurse Practitioner	College/University - Peer Group	\$74,984	\$121,064	\$141,063

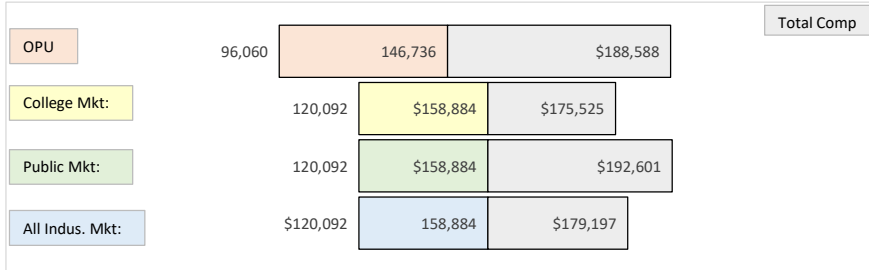
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Mid-level Medical Practitioner - Physician Assistant



Salary Range 36:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	96,060	121,398	146,736	67,190	188,588

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$120,092	\$137,088	\$158,884	38,436	175,525

<i>OPU vs College Market:</i>	80%	89%	92%	107%	
Public Administration Average (ERI):	\$120,092	\$137,088	\$158,884	55,512	192,601
<i>OPU vs Public Administration Market:</i>	80%	89%	92%	98%	
All Industries Average (ERI):	\$120,092	\$137,088	\$158,884	42,109	179,197
<i>OPU vs All Industries Market:</i>	80%	89%	92%	105%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Physician Assistant Level 2	Colleges/Universities Oregon Statewide	\$120,092	\$137,088	\$158,884
		Public Administration (Government) Oregon Statewide	\$120,092	\$137,088	\$158,884
		All Industry Oregon Statewide	\$120,092	\$137,088	\$158,884
CUPA-HR	0	College/University - Peer Group			

Source Information

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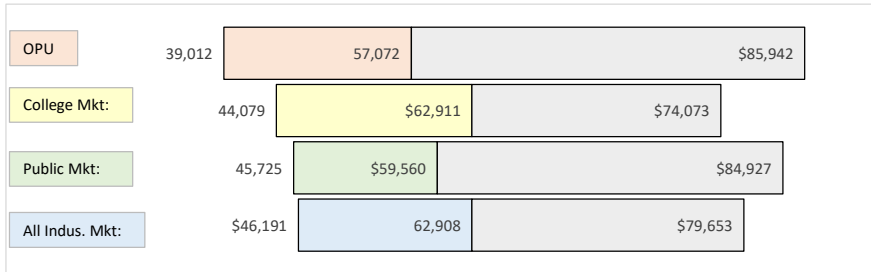
CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.



Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Office Specialist 2

Total Comp



Salary Range 16:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	39,012	48,042	57,072	37,900	85,942

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$44,079	\$50,095	\$62,911	23,978	74,073
<i>OPU vs College Market:</i>	89%	96%	91%		116%
Public Administration Average (ERI):	\$45,725	\$51,626	\$59,560	33,301	84,927
<i>OPU vs Public Administration Market:</i>	85%	93%	96%		101%
All Industries Average (ERI):	\$46,191	\$53,459	\$62,908	26,194	79,653
<i>OPU vs All Industries Market:</i>	84%	90%	91%		108%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Office Assistant Level 2	Colleges/Universities Oregon Statewide	\$45,792	\$51,921	\$60,105
		Public Administration (Government) Oregon Statewide	\$45,725	\$51,626	\$59,560
		All Industry Oregon Statewide	\$46,191	\$53,459	\$62,908
CUPA-HR	Administrative Assistant	College/University - Peer Group	\$42,366	\$48,269	\$65,717

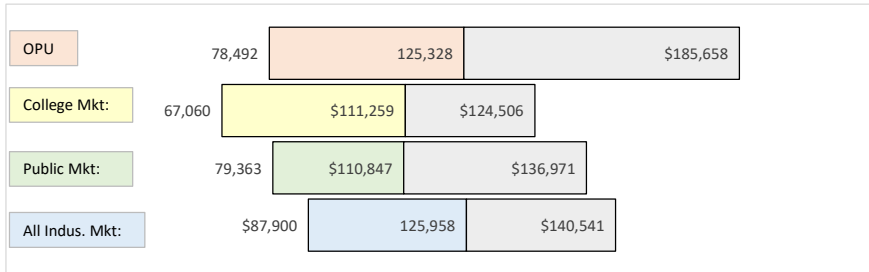
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Operating Systems/Network Analysts Total Comp



Salary Range 321-3:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	78,492	119,304	125,328	66,354	185,658

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$67,060	\$93,340	\$111,259	31,165	124,506
<i>OPU vs College Market:</i>	117%	128%	113%		149%
Public Administration Average (ERI):	\$79,363	\$92,934	\$110,847	44,037	136,971
<i>OPU vs Public Administration Market:</i>	99%	128%	113%		136%
All Industries Average (ERI):	\$87,900	\$104,613	\$125,958	35,929	140,541
<i>OPU vs All Industries Market:</i>	89%	114%	99%		132%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Network Analyst Level 2	Colleges/Universities Oregon Statewide	\$80,754	\$94,862	\$113,353
		Public Administration (Government) Oregon Statewide	\$79,363	\$92,934	\$110,847
		All Industry Oregon Statewide	\$87,900	\$104,613	\$125,958
CUPA-HR	IT Network Engineer	College/University - Peer Group	\$53,367	\$91,819	\$109,165

Source Information

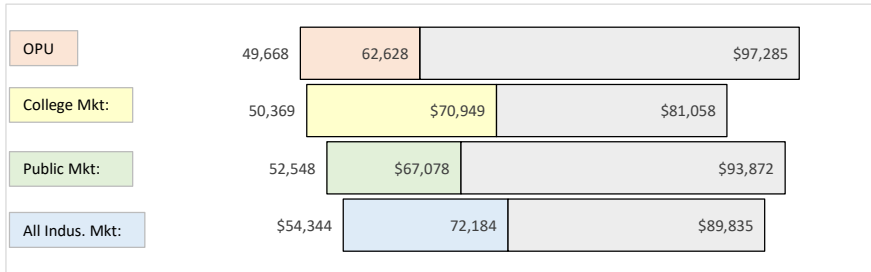
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Painter

Total Comp



OPU Salary Range	OPU Benefits/Total Comp				
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
Salary Range 18B:	49,668	56,148	62,628	41,137	97,285

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$50,369	\$56,085	\$70,949	24,973	81,058
OPU vs College Market:	99%	100%	88%	120%	
Public Administration Average (ERI):	\$52,548	\$58,726	\$67,078	35,146	93,872
OPU vs Public Administration Market:	95%	96%	93%	104%	
All Industries Average (ERI):	\$54,344	\$62,013	\$72,184	27,822	89,835
OPU vs All Industries Market:	91%	91%	87%	108%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Painter Level 2	Colleges/Universities Oregon Statewide	\$52,835	\$59,258	\$67,901
		Public Administration (Government) Oregon Statewide	\$52,548	\$58,726	\$67,078
		All Industry Oregon Statewide	\$54,344	\$62,013	\$72,184
CUPA-HR	Painter (Journeyman)	College/University - Peer Group	\$47,902	\$52,913	\$73,997

Source Information

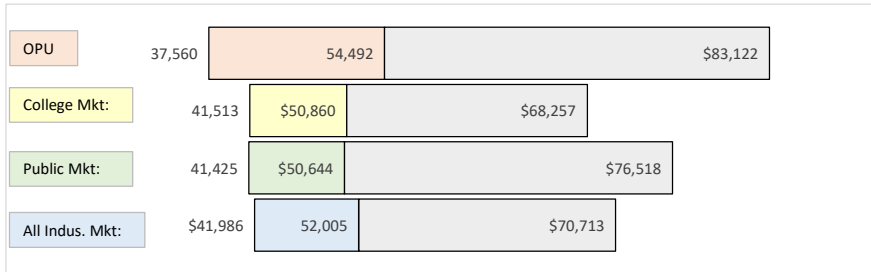
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Parking Services Rep.

Total Comp



Salary Range 15:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	37,560	46,026	54,492	37,096	83,122

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$41,513	\$45,108	\$50,860	23,149	68,257
<i>OPU vs College Market:</i>	90%	102%	107%		122%
Public Administration Average (ERI):	\$41,425	\$44,952	\$50,644	31,566	76,518
<i>OPU vs Public Administration Market:</i>	91%	102%	108%		109%
All Industries Average (ERI):	\$41,986	\$45,948	\$52,005	24,765	70,713
<i>OPU vs All Industries Market:</i>	89%	100%	105%		118%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Parking Enforcer Level 2	Colleges/Universities Oregon Statewide	\$41,513	\$45,108	\$50,860
		Public Administration (Government) Oregon Statewide	\$41,425	\$44,952	\$50,644
		All Industry Oregon Statewide	\$41,986	\$45,948	\$52,005
CUPA-HR	0	College/University - Peer Group			

Source Information

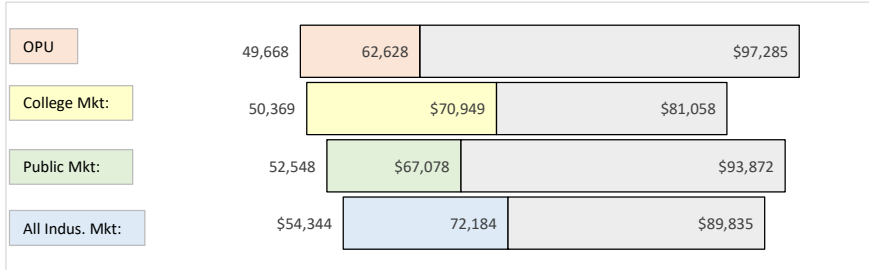
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Painter

Total Comp



OPU Salary Range	OPU Benefits/Total Comp				
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
Salary Range 18B:	49,668	56,148	62,628	41,137	97,285

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$50,369	\$56,085	\$70,949	24,973	81,058
OPU vs College Market:	99%	100%	88%	120%	
Public Administration Average (ERI):	\$52,548	\$58,726	\$67,078	35,146	93,872
OPU vs Public Administration Market:	95%	96%	93%	104%	
All Industries Average (ERI):	\$54,344	\$62,013	\$72,184	27,822	89,835
OPU vs All Industries Market:	91%	91%	87%	108%	

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Painter Level 2	Colleges/Universities Oregon Statewide	\$52,835	\$59,258	\$67,901
		Public Administration (Government) Oregon Statewide	\$52,548	\$58,726	\$67,078
		All Industry Oregon Statewide	\$54,344	\$62,013	\$72,184
CUPA-HR	Painter (Journeyman)	College/University - Peer Group	\$47,902	\$52,913	\$73,997

Source Information

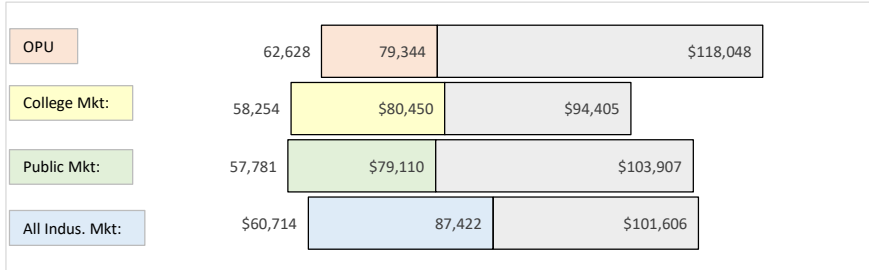
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Pipe & Steam Fitter

Total Comp



Salary Range 23B:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	62,628	70,986	79,344	47,062	118,048

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$58,254	\$67,530	\$80,450	26,875	94,405
<i>OPU vs College Market:</i>	<i>108%</i>	<i>105%</i>	<i>99%</i>		<i>125%</i>
Public Administration Average (ERI):	\$57,781	\$66,691	\$79,110	37,216	103,907
<i>OPU vs Public Administration Market:</i>	<i>108%</i>	<i>106%</i>	<i>100%</i>		<i>114%</i>
All Industries Average (ERI):	\$60,714	\$71,902	\$87,422	29,704	101,606
<i>OPU vs All Industries Market:</i>	<i>103%</i>	<i>99%</i>	<i>91%</i>		<i>116%</i>

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Pipefitter Level 2	Colleges/Universities Oregon Statewide	\$58,254	\$67,530	\$80,450
		Public Administration (Government) Oregon Statewide	\$57,781	\$66,691	\$79,110
		All Industry Oregon Statewide	\$60,714	\$71,902	\$87,422
CUPA-HR	0	College/University - Peer Group			

Source Information

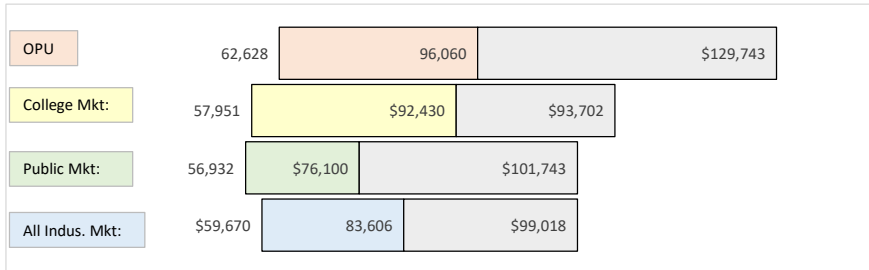
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Plumber

Total Comp



Salary Range 27:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX / Top Step	Benefits @Mid	Total Comp @Mid
	62,628	79,344	96,060	50,399	129,743

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$57,951	\$66,927	\$92,430	26,775	93,702
<i>OPU vs College Market:</i>	108%	119%	104%		138%
Public Administration Average (ERI):	\$56,932	\$64,973	\$76,100	36,770	101,743
<i>OPU vs Public Administration Market:</i>	110%	122%	126%		128%
All Industries Average (ERI):	\$59,670	\$69,728	\$83,606	29,290	99,018
<i>OPU vs All Industries Market:</i>	105%	114%	115%		131%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Plumber Level 2	Colleges/Universities Oregon Statewide	\$57,374	\$65,740	\$77,306
		Public Administration (Government) Oregon Statewide	\$56,932	\$64,973	\$76,100
		All Industry Oregon Statewide	\$59,670	\$69,728	\$83,606
CUPA-HR	Plumber (Journeyman)	College/University - Peer Group	\$58,527	\$68,114	\$107,555

Source Information

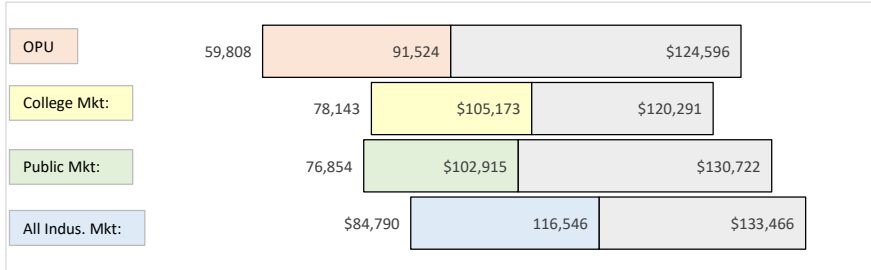
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Program Representative 2

Total Comp



Salary Range 26:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	59,808	75,666	91,524	48,930	124,596

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$78,143	\$89,727	\$105,173	30,565	120,291
<i>OPU vs College Market:</i>	77%	84%	87%		104%
Public Administration Average (ERI):	\$76,854	\$87,974	\$102,915	42,747	130,722
<i>OPU vs Public Administration Market:</i>	78%	86%	89%		95%
All Industries Average (ERI):	\$84,790	\$98,668	\$116,546	34,798	133,466
<i>OPU vs All Industries Market:</i>	71%	77%	79%		93%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Program Analyst Level 2	Colleges/Universities Oregon Statewide	\$78,143	\$89,727	\$105,173
		Public Administration (Government) Oregon Statewide	\$76,854	\$87,974	\$102,915
		All Industry Oregon Statewide	\$84,790	\$98,668	\$116,546
CUPA-HR	0	College/University - Peer Group			

Source Information

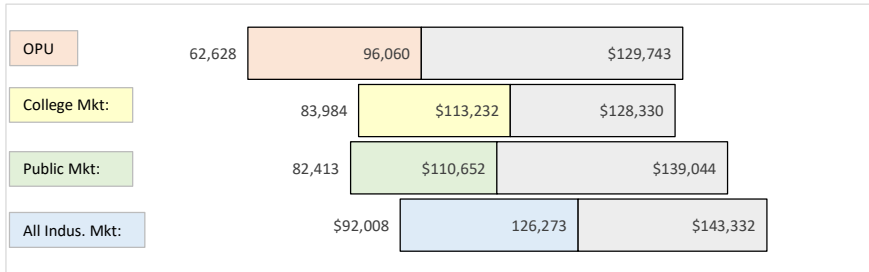
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Program Technician 2

Total Comp



Salary Range 27:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	62,628	79,344	96,060	50,399	129,743

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$83,984	\$96,620	\$113,232	31,710	128,330
<i>OPU vs College Market:</i>	75%	82%	85%		101%
Public Administration Average (ERI):	\$82,413	\$94,580	\$110,652	44,464	139,044
<i>OPU vs Public Administration Market:</i>	76%	84%	87%		93%
All Industries Average (ERI):	\$92,008	\$106,957	\$126,273	36,375	143,332
<i>OPU vs All Industries Market:</i>	68%	74%	76%		91%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Program Manager Level 2	Colleges/Universities Oregon Statewide	\$83,984	\$96,620	\$113,232
		Public Administration (Government) Oregon Statewide	\$82,413	\$94,580	\$110,652
		All Industry Oregon Statewide	\$92,008	\$106,957	\$126,273
CUPA-HR	0	College/University - Peer Group			

Source Information

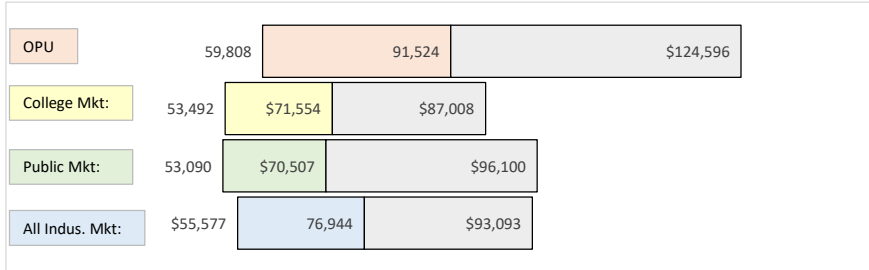
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Project Coordinator

Total Comp



Salary Range 26:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	59,808	75,666	91,524	48,930	124,596

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$53,492	\$61,186	\$71,554	25,821	87,008
<i>OPU vs College Market:</i>	112%	124%	128%		143%
Public Administration Average (ERI):	\$53,090	\$60,495	\$70,507	35,606	96,100
<i>OPU vs Public Administration Market:</i>	113%	125%	130%		130%
All Industries Average (ERI):	\$55,577	\$64,750	\$76,944	28,343	93,093
<i>OPU vs All Industries Market:</i>	108%	117%	119%		134%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Project Associate Level 2	Colleges/Universities Oregon Statewide	\$53,492	\$61,186	\$71,554
		Public Administration (Government) Oregon Statewide	\$53,090	\$60,495	\$70,507
		All Industry Oregon Statewide	\$55,577	\$64,750	\$76,944
CUPA-HR	0	College/University - Peer Group			

Source Information

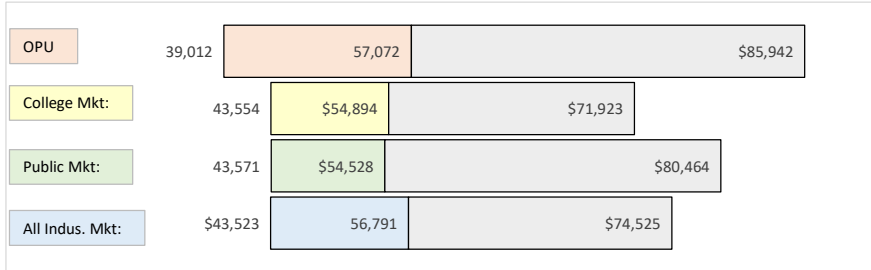
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Property Specialist 3

Total Comp



Salary Range 16:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	39,012	48,042	57,072	37,900	85,942

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
OPU vs College Market:	90%	100%	104%		119%
Public Administration Average (ERI):	\$43,571	\$48,084	\$54,528	32,380	80,464
OPU vs Public Administration Market:	90%	100%	105%		107%
All Industries Average (ERI):	\$43,523	\$49,151	\$56,791	25,374	74,525
OPU vs All Industries Market:	90%	98%	100%		115%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Storekeeper Level 2	Colleges/Universities Oregon Statewide	\$43,554	\$48,252	\$54,894
		Public Administration (Government) Oregon Statewide	\$43,571	\$48,084	\$54,528
		All Industry Oregon Statewide	\$43,523	\$49,151	\$56,791
CUPA-HR	0	College/University - Peer Group			

Source Information

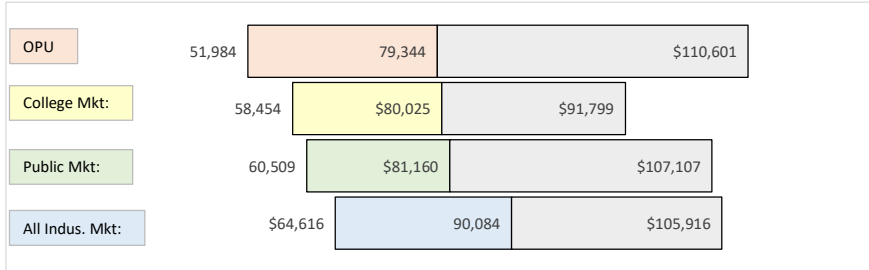
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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Purchasing Agent 2

Total Comp



Salary Range 23:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX / Top Step	Benefits @Mid	Total Comp @Mid
	51,984	65,664	79,344	44,937	110,601

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$58,454	\$65,295	\$80,025	26,504	91,799
<i>OPU vs College Market:</i>	89%	101%	99%		120%
Public Administration Average (ERI):	\$60,509	\$69,231	\$81,160	37,876	107,107
<i>OPU vs Public Administration Market:</i>	86%	95%	98%		103%
All Industries Average (ERI):	\$64,616	\$75,523	\$90,084	30,393	105,916
<i>OPU vs All Industries Market:</i>	80%	87%	88%		104%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Purchaser Level 2	Colleges/Universities Oregon Statewide	\$61,176	\$70,253	\$82,617
		Public Administration (Government) Oregon Statewide	\$60,509	\$69,231	\$81,160
		All Industry Oregon Statewide	\$64,616	\$75,523	\$90,084
CUPA-HR	Purchasing Specialist	College/University - Peer Group	\$55,731	\$60,337	\$77,433

Source Information

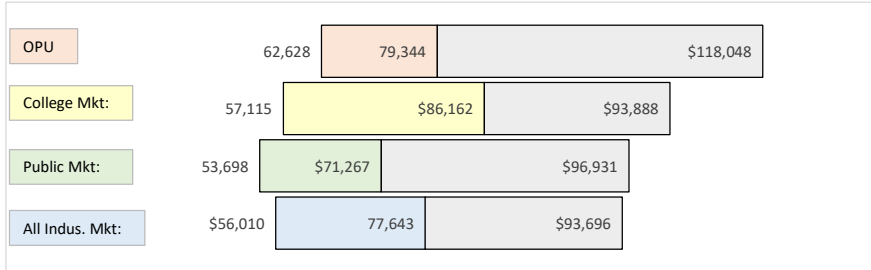
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Refrigeration Mechanic

Total Comp



Salary Range 23B:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	62,628	70,986	79,344	47,062	118,048

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$57,115	\$67,087	\$86,162	26,802	93,888
<i>OPU vs College Market:</i>	110%	106%	92%		126%
Public Administration Average (ERI):	\$53,698	\$61,154	\$71,267	35,777	96,931
<i>OPU vs Public Administration Market:</i>	117%	116%	111%		122%
All Industries Average (ERI):	\$56,010	\$65,257	\$77,643	28,439	93,696
<i>OPU vs All Industries Market:</i>	112%	109%	102%		126%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Refrigeration Mechanic Level 2	Colleges/Universities Oregon Statewide	\$54,072	\$61,822	\$72,301
		Public Administration (Government) Oregon Statewide	\$53,698	\$61,154	\$71,267
		All Industry Oregon Statewide	\$56,010	\$65,257	\$77,643
CUPA-HR	HVAC Mechanic (Journeyman)	College/University - Peer Group	\$60,158	\$72,351	\$100,023

Source Information

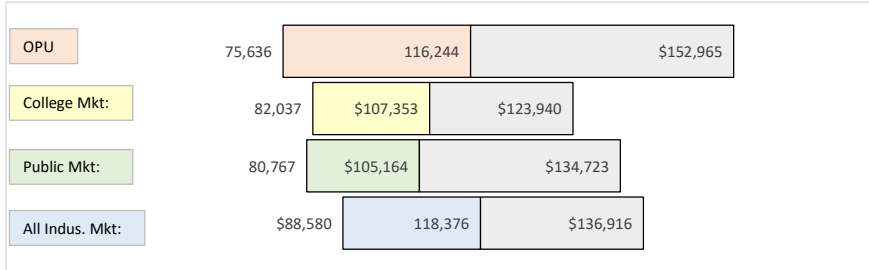
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Registered Nurse 2

Total Comp



Salary Range 31:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	75,636	95,940	116,244	57,025	152,965

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$82,037	\$92,855	\$107,353	31,085	123,940
<i>OPU vs College Market:</i>	92%	103%	108%		123%
Public Administration Average (ERI):	\$80,767	\$91,150	\$105,164	43,573	134,723
<i>OPU vs Public Administration Market:</i>	94%	105%	111%		114%
All Industries Average (ERI):	\$88,580	\$101,567	\$118,376	35,349	136,916
<i>OPU vs All Industries Market:</i>	85%	94%	98%		112%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Nurse General Duty Level 2	Colleges/Universities Oregon Statewide	\$82,037	\$92,855	\$107,353
		Public Administration (Government) Oregon Statewide	\$80,767	\$91,150	\$105,164
		All Industry Oregon Statewide	\$88,580	\$101,567	\$118,376
CUPA-HR	0	College/University - Peer Group			

Source Information

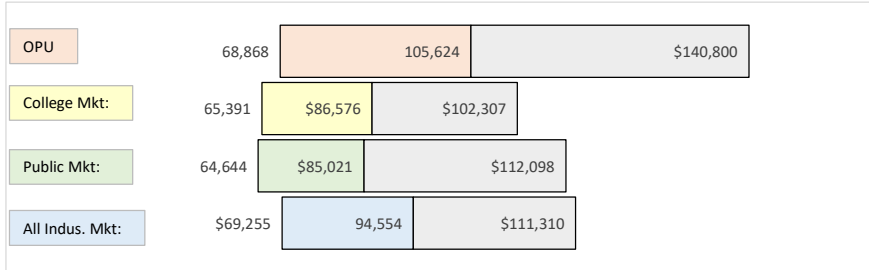
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Research Analyst 4

Total Comp



Salary Range 29:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	68,868	87,246	105,624	53,554	140,800

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$65,391	\$74,305	\$86,576	28,002	102,307
<i>OPU vs College Market:</i>	105%	117%	122%		138%
Public Administration Average (ERI):	\$64,644	\$73,193	\$85,021	38,906	112,098
<i>OPU vs Public Administration Market:</i>	107%	119%	124%		126%
All Industries Average (ERI):	\$69,255	\$80,054	\$94,554	31,255	111,310
<i>OPU vs All Industries Market:</i>	99%	109%	112%		126%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Research Associate Level 2	Colleges/Universities Oregon Statewide	\$65,391	\$74,305	\$86,576
		Public Administration (Government) Oregon Statewide	\$64,644	\$73,193	\$85,021
		All Industry Oregon Statewide	\$69,255	\$80,054	\$94,554
CUPA-HR	0	College/University - Peer Group			

Source Information

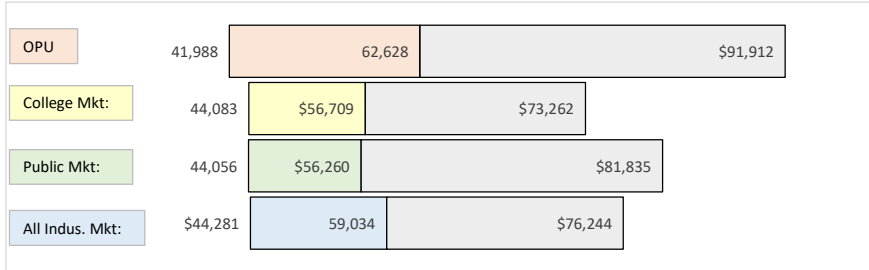
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Revenue Agent 2

Total Comp



Salary Range 18:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX / Top Step	Benefits @Mid	Total Comp @Mid
	41,988	52,308	62,628	39,604	91,912

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$44,083	\$49,400	\$56,709	23,862	73,262
<i>OPU vs College Market:</i>	95%	106%	110%		125%
Public Administration Average (ERI):	\$44,056	\$49,172	\$56,260	32,663	81,835
<i>OPU vs Public Administration Market:</i>	95%	106%	111%		112%
All Industries Average (ERI):	\$44,281	\$50,595	\$59,034	25,649	76,244
<i>OPU vs All Industries Market:</i>	95%	103%	106%		121%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Collection Agent Level 2	Colleges/Universities Oregon Statewide	\$44,083	\$49,400	\$56,709
		Public Administration (Government) Oregon Statewide	\$44,056	\$49,172	\$56,260
		All Industry Oregon Statewide	\$44,281	\$50,595	\$59,034
CUPA-HR	0	College/University - Peer Group			

Source Information

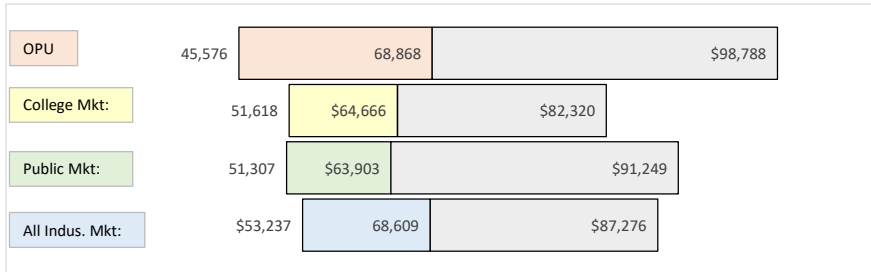
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Science Lab Preparator

Total Comp



Salary Range 20:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	45,576	57,222	68,868	41,566	98,788

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$51,618	\$57,167	\$64,666	25,153	82,320
<i>OPU vs College Market:</i>	88%	100%	106%		120%
Public Administration Average (ERI):	\$51,307	\$56,644	\$63,903	34,605	91,249
<i>OPU vs Public Administration Market:</i>	89%	101%	108%		108%
All Industries Average (ERI):	\$53,237	\$59,863	\$68,609	27,413	87,276
<i>OPU vs All Industries Market:</i>	86%	96%	100%		113%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Lab Assistant Level 2	Colleges/Universities Oregon Statewide	\$51,618	\$57,167	\$64,666
		Public Administration (Government) Oregon Statewide	\$51,307	\$56,644	\$63,903
		All Industry Oregon Statewide	\$53,237	\$59,863	\$68,609
CUPA-HR	0	College/University - Peer Group			

Source Information

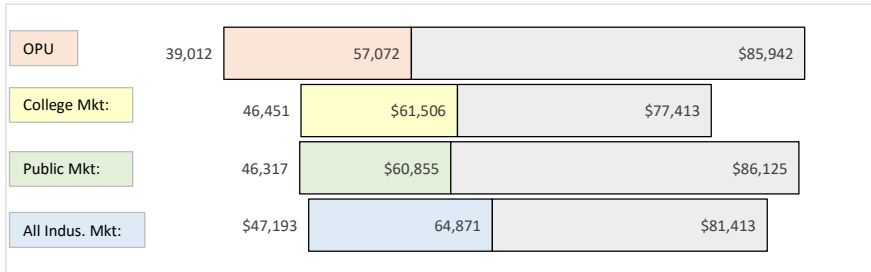
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Science Storekeeper

Total Comp



Salary Range 16:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	39,012	48,042	57,072	37,900	85,942

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$46,451	\$52,959	\$61,506	24,454	77,413
<i>OPU vs College Market:</i>	84%	91%	93%		111%
Public Administration Average (ERI):	\$46,317	\$52,577	\$60,855	33,548	86,125
<i>OPU vs Public Administration Market:</i>	84%	91%	94%		100%
All Industries Average (ERI):	\$47,193	\$54,937	\$64,871	26,476	81,413
<i>OPU vs All Industries Market:</i>	83%	87%	88%		106%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Laboratory Technician Level 1	Colleges/Universities Oregon Statewide	\$46,451	\$52,959	\$61,506
		Public Administration (Government) Oregon Statewide	\$46,317	\$52,577	\$60,855
		All Industry Oregon Statewide	\$47,193	\$54,937	\$64,871
CUPA-HR	0	College/University - Peer Group			

Source Information

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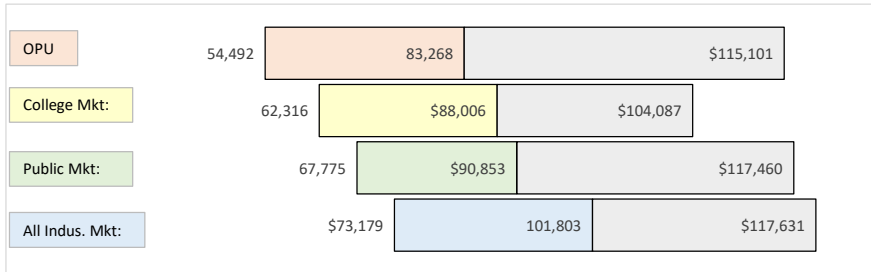
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Senior Graphic Designer

Total Comp



Salary Range 24:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	54,492	68,880	83,268	46,221	115,101

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
OPU vs College Market:	\$62,316	\$75,832	\$88,006	28,255	104,087
	87%	91%	95%		111%
Public Administration Average (ERI):	\$67,775	\$77,448	\$90,853	40,012	117,460
OPU vs Public Administration Market:	80%	89%	92%		98%
All Industries Average (ERI):	\$73,179	\$85,365	\$101,803	32,266	117,631
OPU vs All Industries Market:	74%	81%	82%		98%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Graphic Designer Level 3	Colleges/Universities Oregon Statewide	\$68,655	\$78,734	\$92,643
		Public Administration (Government) Oregon Statewide	\$67,775	\$77,448	\$90,853
		All Industry Oregon Statewide	\$73,179	\$85,365	\$101,803
CUPA-HR	Graphic Designer	College/University - Peer Group	\$55,977	\$72,930	\$83,368

Source Information

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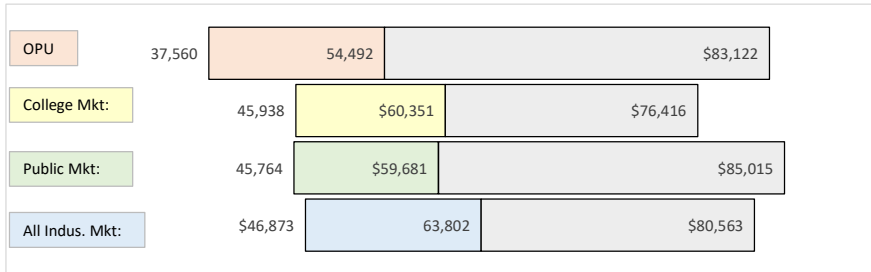
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Stage Production Coordinator

Total Comp



Salary Range 15:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	37,560	46,026	54,492	37,096	83,122

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
OPU vs College Market:	82%	88%	90%		109%
Public Administration Average (ERI):	\$45,764	\$51,696	\$59,681	33,319	85,015
OPU vs Public Administration Market:	82%	89%	91%		98%
All Industries Average (ERI):	\$46,873	\$54,223	\$63,802	26,340	80,563
OPU vs All Industries Market:	80%	85%	85%		103%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Performing Arts Program Coordinator Level 2	Colleges/Universities Oregon Statewide	\$45,938	\$52,104	\$60,351
		Public Administration (Government) Oregon Statewide	\$45,764	\$51,696	\$59,681
		All Industry Oregon Statewide	\$46,873	\$54,223	\$63,802
CUPA-HR	0	College/University - Peer Group			

Source Information

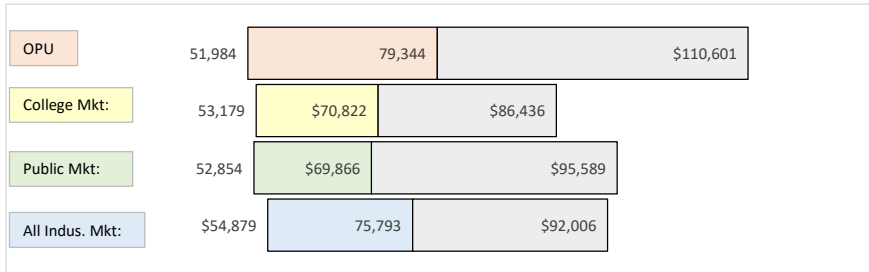
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Telecommunications Tech 2

Total Comp



Salary Range 23:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	51,984	65,664	79,344	44,937	110,601

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$53,179	\$60,696	\$70,822	25,740	86,436
<i>OPU vs College Market:</i>	98%	108%	112%		128%
Public Administration Average (ERI):	\$52,854	\$60,089	\$69,866	35,500	95,589
<i>OPU vs Public Administration Market:</i>	98%	109%	114%		116%
All Industries Average (ERI):	\$54,879	\$63,837	\$75,793	28,169	92,006
<i>OPU vs All Industries Market:</i>	95%	103%	105%		120%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Telecommunications Technician Level 2	Colleges/Universities Oregon Statewide	\$53,179	\$60,696	\$70,822
		Public Administration (Government) Oregon Statewide	\$52,854	\$60,089	\$69,866
		All Industry Oregon Statewide	\$54,879	\$63,837	\$75,793
CUPA-HR	0	College/University - Peer Group			

Source Information

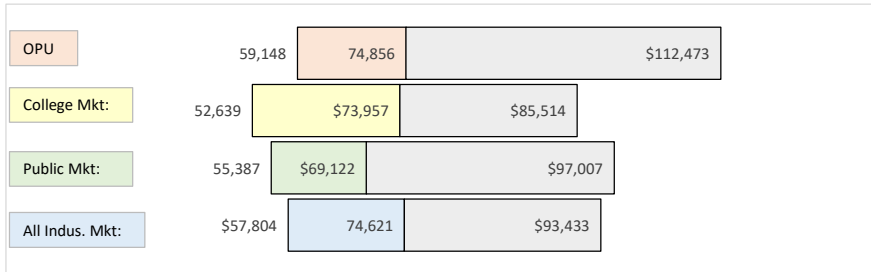
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Trades/Maintenance Coordinator

Total Comp



Salary Range 21T:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	59,148	67,002	74,856	45,471	112,473

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
	\$52,639	\$59,906	\$73,957	25,608	85,514
<i>OPU vs College Market:</i>	112%	112%	101%		132%
Public Administration Average (ERI):	\$55,387	\$61,215	\$69,122	35,793	97,007
<i>OPU vs Public Administration Market:</i>	107%	109%	108%		116%
All Industries Average (ERI):	\$57,804	\$65,036	\$74,621	28,397	93,433
<i>OPU vs All Industries Market:</i>	102%	103%	100%		120%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Coordinator Maintenance Level 2	Colleges/Universities Oregon Statewide	\$55,777	\$61,834	\$70,012
		Public Administration (Government) Oregon Statewide	\$55,387	\$61,215	\$69,122
		All Industry Oregon Statewide	\$57,804	\$65,036	\$74,621
CUPA-HR	General Maintenance Lead	College/University - Peer Group	\$49,501	\$57,978	\$77,901

Source Information

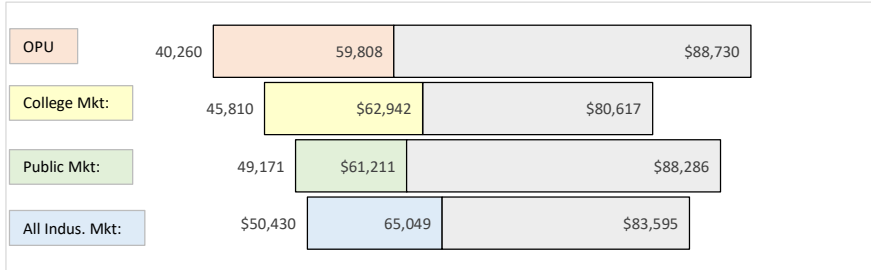
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Individual Market Pricing and Total Compensation Report - by Class Title

Class Title: Trades/Maintenance Worker 2

Total Comp



Salary Range 17:	OPU Salary Range			OPU Benefits/Total Comp	
	MIN / Step 1	MIDDLE	MAX/Top Step	Benefits @Mid	Total Comp @Mid
	40,260	50,034	59,808	38,696	88,730

College Average (ERI+CUPA):	Market Average			Mkt. Benefits/Total Comp	
	MIN /10%tile	MID /50%tile	MAX / 90%tile	Benefits @Mid	Total Comp @Mid
College Average (ERI+CUPA):	\$45,810	\$55,706	\$62,942	24,910	80,617
<i>OPU vs College Market:</i>	88%	90%	95%		110%
Public Administration Average (ERI):	\$49,171	\$54,292	\$61,211	33,994	88,286
<i>OPU vs Public Administration Market:</i>	82%	92%	98%		101%
All Industries Average (ERI):	\$50,430	\$56,771	\$65,049	26,824	83,595
<i>OPU vs All Industries Market:</i>	80%	88%	92%		106%

Survey Source	Source Job Title	Source Scope	Base		
			MIN /10%tile	MID /50%tile	MAX / 90%tile
ERI	Maintenance Worker Level 2	Colleges/Universities Oregon Statewide	\$49,371	\$54,692	\$61,833
		Public Administration (Government) Oregon Statewide	\$49,171	\$54,292	\$61,211
		All Industry Oregon Statewide	\$50,430	\$56,771	\$65,049
CUPA-HR	General Maintenance Worker	College/University - Peer Group	\$42,249	\$56,720	\$64,050

Source Information

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CUPA-HR: Data is collected annually from more than 1,000 higher education institutions nationally contributing institutional and incumbent-level data that reflects nearly one million faculty and staff. Select peer group data included in OPU analysis.

