Benton County OREGON

American Federation State County Municipal Employees Salary Schedule Effective 07/01/2026

	DBM/Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
A/12-	Administrative Assistant II	$42,348.80	$44,022.78	$45,696.77	$47,370.75	$49,044.74	$50,718.72	$52,393.54	$54,068.35	$55,743.17	$57,417.98	$59,092.80
	Maint. & Operation Assistant II	$3,529.07	$3,668.57	$3,808.06	$3,947.56	$4,087.06	$4,226.56	$4,366.13	$4,505.70	$4,645.26	$4,784.83	$4,924.40
		$20.36	$21.16	$21.97	$22.77	$23.58	$24.38	$25.19	$25.99	$26.80	$27.60	$28.41
A/13-	Administrative Assistant III	$45,260.80	$47,062.08	$48,863.36	$50,664.64	$52,465.92	$54,267.20	$56,068.48	$57,869.76	$59,671.04	$61,472.32	$63,273.60
		$3,771.73	$3,921.84	$4,071.95	$4,222.05	$4,372.16	$4,522.27	$4,672.37	$4,822.48	$4,972.59	$5,122.69	$5,272.80
		$21.76	$22.63	$23.49	$24.36	$25.22	$26.09	$26.96	$27.82	$28.69	$29.55	$30.42
B/21-	Administrative Specialist I											
	Business Specialist I											
	Health Care Technician I	$48,443.20	$50,369.28	$52,295.36	$54,221.44	$56,147.52	$58,073.60	$59,999.68	$61,925.76	$63,851.84	$65,777.92	$67,704.00
	Maint. & Operation Specialist I	$4,036.93	$4,197.44	$4,357.95	$4,518.45	$4,678.96	$4,839.47	$4,999.97	$5,160.48	$5,320.99	$5,481.49	$5,642.00
	Paralegal I	$23.29	$24.22	$25.14	$26.07	$26.99	$27.92	$28.84	$29.77	$30.70	$31.62	$32.55
	Program Specialist I											
	Technical Specialist I											
B/21MA-	Technical Specialist I											
	IT Specialist I	$58,115.20	$60,428.16	$62,741.12	$65,062.40	$67,367.04	$69,680.00	$71,992.96	$74,305.92	$76,627.20	$78,931.84	$81,244.80
		$4,842.93	$5,035.68	$5,228.43	$5,421.87	$5,613.92	$5,806.67	$5,999.41	$6,192.16	$6,385.60	$6,577.65	$6,770.40
		$27.94	$29.05	$30.16	$31.28	$32.39	$33.50	$34.61	$35.72	$36.84	$37.95	$39.06
B/22-	Administrative Specialist II											
	Business Specialist II											
	Health Care Technician II	$52,540.80	$54,633.28	$56,725.76	$58,818.24	$60,910.72	$63,003.20	$65,104.00	$67,188.16	$69,280.64	$71,373.12	$73,465.60
	Maint. & Operation Specialist II	$4,378.40	$4,552.77	$4,727.15	$4,901.52	$5,075.89	$5,250.27	$5,425.33	$5,599.01	$5,773.39	$5,947.76	$6,122.13
	Paralegal II	$25.26	$26.27	$27.27	$28.28	$29.28	$30.29	$31.30	$32.30	$33.31	$34.31	$35.32
	Program Specialist II											
	Technical Specialist II											
B/22MAEN-	Technical Specialist II	$63,065.60	$65,582.40	$68,082.56	$70,591.04	$73,099.52	$75,608.00	$78,124.80	$80,624.96	$83,133.44	$85,641.92	$88,150.40
	Enginering & Survey Tech	$5,255.47	$5,465.20	$5,673.55	$5,882.59	$6,091.63	$6,300.67	$6,510.40	$6,718.75	$6,927.79	$7,136.83	$7,345.87
	IT Specialist II	$30.32	$31.53	$32.73	$33.94	$35.14	$36.35	$37.56	$38.76	$39.97	$41.17	$42.38
	Service Desk Specialist											
B/22MEC-	Maint. & Operation Specialist II	$65,686.40	$68,307.20	$70,911.36	$73,523.84	$76,136.32	$78,748.80	$81,369.60	$83,973.76	$86,586.24	$89,198.72	$91,811.20
	Mechanic 1	$5,473.87	$5,692.27	$5,909.28	$6,126.99	$6,344.69	$6,562.40	$6,780.80	$6,997.81	$7,215.52	$7,433.23	$7,650.93
		$31.58	$32.84	$34.09	$35.35	$36.60	$37.86	$39.12	$40.37	$41.63	$42.88	$44.14
B/22MA2-	Technical Specialist II	$57,803.20	$60,112.00	$62,404.16	$64,704.64	$67,005.12	$69,305.60	$71,614.40	$73,906.56	$76,207.04	$78,507.52	$80,808.00
	Property Appraiser I	$4,816.93	$5,009.33	$5,200.35	$5,392.05	$5,583.76	$5,775.47	$5,967.87	$6,158.88	$6,350.59	$6,542.29	$6,734.00
		$27.79	$28.90	$30.00	$31.11	$32.21	$33.32	$34.43	$35.53	$36.64	$37.74	$38.85
B/23	Administrative Specialist III											
	Business Specialist III	$57,012.80	$59,280.00	$61,547.20	$63,814.40	$66,081.60	$68,348.80	$70,616.00	$72,904.00	$75,233.60	$77,417.60	$79,684.80
	Health Care Technician III	$4,751.07	$4,940.00	$5,128.93	$5,317.87	$5,506.80	$5,695.73	$5,884.67	$6,075.33	$6,269.47	$6,451.47	$6,640.40
	Maint. & Operation Specialist III	$27.41	$28.50	$29.59	$30.68	$31.77	$32.86	$33.95	$35.05	$36.17	$37.22	$38.31
	Program Specialist III											
	Technical Specialist III											

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B/23MEC-	Maint. & Operation Specialist III	$71,260.80	$74,097.92	$76,935.04	$79,772.16	$82,617.60	$85,446.40	$88,283.52	$91,120.64	$94,036.80	$96,803.20	$99,632.00
	Mechanic 2	$5,938.40	$6,174.83	$6,411.25	$6,647.68	$6,884.80	$7,120.53	$7,356.96	$7,593.39	$7,836.40	$8,066.93	$8,302.67
		$34.26	$35.62	$36.99	$38.35	$39.72	$41.08	$42.44	$43.81	$45.21	$46.54	$47.90
B/23MA	Technical Specialist III	$62,712.00	$65,208.00	$67,704.00	$70,200.00	$72,696.00	$75,192.00	$77,688.00	$80,184.00	$82,763.20	$85,176.00	$87,672.00
	Property Appraiser II	$5.226.00	$5.434.00	$5.642.00	$5.850.00	$6.058.00	$6.266.00	$6.474.00	$6.682.00	$6.896.93	$7.098.00	$7.306.00
	GIS Engineering Tech	$30.15	$31.35	$32.55	$33.75	$34.95	$36.15	$37.35	$38.55	$39.79	$40.95	$42.15
B/24	Health Care Technician IV	$59,321.60	$62,296.00	$65,253.76	$68,219.84	$71,185.92	$74,152.00	$77,126.40	$80,084.16	$83,050.24	$86,016.32	$88,982.40
	Maint. Operation Specialist IV	$4,943.47	$5,191.33	$5,437.81	$5,684.99	$5,932.16	$6,179.33	$6,427.20	$6,673.68	$6,920.85	$7,168.03	$7,415.20
	Technical Specialist IV	$28.52	$29.95	$31.37	$32.80	$34.22	$35.65	$37.08	$38.50	$39.93	$41.35	$42.78
B/24MEC-	Maint. & Operation Specialist IV	$74,152.00	$77,858.56	$81,565.12	$85,280.00	$88,978.24	$92,684.80	$96,391.36	$100,097.92	$103,812.80	$107,511.04	$111,217.60
	Sr. Mechanic	$6,179.33	$6,488.21	$6,797.09	$7,106.67	$7,414.85	$7,723.73	$8,032.61	$8,341.49	$8,651.07	$8,959.25	$9,268.13
	Health Care Technician II	$35.65	$37.43	$39.21	$41.00	$42.78	$44.56	$46.34	$48.12	$49.91	$51.69	$53.47
	Dental Hygienist											
B/24MA	Technical Specialist IV	$65,270.40	$68,531.84	$71,801.60	$75,054.72	$78,316.16	$81,577.60	$84,839.04	$88,108.80	$91,361.92	$94,623.36	$97,884.80
	Property Appraiser III	$5,439.20	$5,710.99	$5,983.47	$6,254.56	$6,526.35	$6,798.13	$7,069.92	$7,342.40	$7,613.49	$7,885.28	$8,157.07
		$31.38	$32.95	$34.52	$36.08	$37.65	$39.22	$40.79	$42.36	$43.92	$45.49	$47.06
B/25	Maint. Operation Specialist V	$63,481.60	$66,655.68	$69,829.76	$73,003.84	$76,177.92	$79,352.00	$82,534.40	$85,700.16	$88,874.24	$92,048.32	$95,222.40
	Technical Specialist V	$5,290.13	$5,554.64	$5,819.15	$6,083.65	$6,348.16	$6,612.67	$6,877.87	$7,141.68	$7,406.19	$7,670.69	$7,935.20
		$30.52	$32.04	$33.57	$35.10	$36.62	$38.15	$39.68	$41.20	$42.73	$44.25	$45.78
B/25MEC	Maint. & Operation Specialist V	$79,352.00	$83,320.64	$87,289.28	$91,257.92	$95,226.56	$99,195.20	$103,163.84	$107,132.48	$111,101.12	$115,069.76	$119,038.40
	Mechanic- Foreman	$6,612.67	$6,943.39	$7,274.11	$7,604.83	$7,935.55	$8,266.27	$8,596.99	$8,927.71	$9,258.43	$9,589.15	$9,919.87
	Technical Specialist V	$38.15	$40.06	$41.96	$43.87	$45.78	$47.69	$49.60	$51.50	$53.41	$55.32	$57.23
	Building Inspector II											

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DBM/Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
C/41	Business Analyst I Health Care Professional I Program Coordinator I Technical Analyst I	$67,932.80 $5,661.07 $32.66	$71,327.36 $5,943.95 $34.29	$74,721.92 $6,226.83 $35.92	$78,124.80 $6,510.40 $37.56	$81,511.04 $6,792.59 $39.19	$84,905.60 $7,075.47 $40.82	$88,300.16 $7,358.35 $42.45	$91,694.72 $7,641.23 $44.08	$95,097.60 $7,924.80 $45.72	$98,483.84 $8,206.99 $47.35	$101,878.40 $8,489.87 $48.98
C/42	Business Analyst II Health Care Professional II IT Analyst I Program Coordinator II Technical Analyst II	$72,675.20 $6,056.27 $34.94	$76,311.04 $6,359.25 $36.69	$79,955.20 $6,662.93 $38.44	$83,582.72 $6,965.23 $40.18	$87,218.56 $7,268.21 $41.93	$90,854.40 $7,571.20 $43.68	$94,490.24 $7,874.19 $45.43	$98,134.40 $8,177.87 $47.18	$101,761.92 $8,480.16 $48.92	$105,397.76 $8,783.15 $50.67	$109,033.60 $9,086.13 $52.42
C/42MA	Technical Analyst II Engineering Associate	$79,955.20 $6,662.93 $38.44	$83,952.96 $6,996.08 $40.36	$87,950.72 $7,329.23 $42.28	$91,948.48 $7,662.37 $44.21	$95,946.24 $7,995.52 $46.13	$99,944.00 $8,328.67 $48.05	$103,941.76 $8,661.81 $49.97	$107,939.52 $8,994.96 $51.89	$111,937.28 $9,328.11 $53.82	$115,935.04 $9,661.25 $55.74	$119,932.80 $9,994.40 $57.66
C/43	Business Analyst III Health Care Professional III IT Analyst II Program Coordinator III Technical Analyst III	$77,771.20 $6,480.93 $37.39	$81,660.80 $6,805.07 $39.26	$85,550.40 $7,129.20 $41.13	$89,440.00 $7,453.33 $43.00	$93,329.60 $7,777.47 $44.87	$97,219.20 $8,101.60 $46.74	$101,108.80 $8,425.73 $48.61	$104,998.40 $8,749.87 $50.48	$108,888.00 $9,074.00 $52.35	$112,777.60 $9,398.13 $54.22	$116,667.20 $9,722.27 $56.09
C/43MA	Technical Analyst III Land Surveyor Civil Engineer	$85,550.40 $7,129.20 $41.13	$89,826.88 $7,485.57 $43.19	$94,103.36 $7,841.95 $45.24	$98,379.84 $8,198.32 $47.30	$102,656.32 $8,554.69 $49.35	$106,932.80 $8,911.07 $51.41	$111,209.28 $9,267.44 $53.47	$115,485.76 $9,623.81 $55.52	$119,762.24 $9,980.19 $57.58	$124,038.72 $10,336.56 $59.63	$128,315.20 $10,692.93 $61.69
C/44	Health Care Professional IV	$83,220.80 $6,935.07 $40.01	$87,380.80 $7,281.73 $42.01	$91,540.80 $7,628.40 $44.01	$95,700.80 $7,975.07 $46.01	$99,860.80 $8,321.73 $48.01	$104,020.80 $8,668.40 $50.01	$108,180.80 $9,015.07 $52.01	$112,340.80 $9,361.73 $54.01	$116,500.80 $9,708.40 $56.01	$120,660.80 $10,055.07 $58.01	$124,820.80 $10,401.73 $60.01
C/45	Health Care Professional V IT Analyst III Technical Analyst V	$89,044.80 $7,420.40 $42.81	$93,496.00 $7,791.33 $44.95	$97,947.20 $8,162.27 $47.09	$102,398.40 $8,533.20 $49.23	$106,849.60 $8,904.13 $51.37	$111,300.80 $9,275.07 $53.51	$115,752.00 $9,646.00 $55.65	$120,203.20 $10,016.93 $57.79	$124,654.40 $10,387.87 $59.93	$129,105.60 $10,758.80 $62.07	$133,556.80 $11,129.73 $64.21
C/45MA	Technical Analyst V Sr. Civil Engineer Land Surveyor (County)	$107,744.00 $8,978.67 $51.80	$113,131.20 $9,427.60 $54.39	$118,518.40 $9,876.53 $56.98	$123,905.60 $10,325.47 $59.57	$129,292.80 $10,774.40 $62.16	$134,680.00 $11,223.33 $64.75	$140,067.20 $11,672.27 $67.34	$145,454.40 $12,121.20 $69.93	$150,841.60 $12,570.13 $72.52	$156,228.80 $13,019.07 $75.11	$161,616.00 $13,468.00 $77.70
C/4premB	Health Care Professional IV Physician Assistant	$115,752.00 $9,646.00 $55.65	$121,538.56 $10,128.21 $58.43	$127,325.12 $10,610.43 $61.21	$133,120.00 $11,093.33 $64.00	$138,898.24 $11,574.85 $66.78	$144,684.80 $12,057.07 $69.56	$150,471.36 $12,539.28 $72.34	$156,257.92 $13,021.49 $75.12	$162,044.48 $13,503.71 $77.91	$167,831.04 $13,985.92 $80.69	$173,617.60 $14,468.13 $83.47

*** Salary Ranges listed in red are representative of a specific job that is compensated at a different rate than others within that classification due to market***

Note: The monthly is based on the annual divided by 12; the hourly is based on the annual divided by 2080. Employees who are paid on a salary basis are paid the same salary each pay period regardless of the hours in that pay period. Semi-monthly salary is based on the annual salary divided by 24.