

Wage & Benefit Compensation Database

Menu of Available Reports

Using Current Year Wages

Job Position/Classification (Select One)

Commissioned Officers

- Patrol Officer/ Deputy Sheriff
- Sergeant
- Lieutenant

Dispatch

- Dispatcher
- Dispatch Supervisor

Corrections

- Corrections Officer
- Corrections Sergeant

Other Law Enforcement Classifications

- Animal Control
- Crime Analyst
- Evidence Tech
- Parking Enforcement Officer
- Police Support Officer
- Records Clerk
- Records Clerk Supervisor

Wage reports will include a Job Title Matching Report showing the alignment between classification title in the labor contract and the classification title used in the database.

A. Basic Wage Reports (Your Jurisdiction and Average of Comparables)

Select Reports (Select all reports you want prepared)

- 2.1.01 Total Monthly Wage (calculated at 5, 10, 15, 20 and 25 years with no degree, AA and BA premiums)
- 2.1.02 Longevity Premiums
- 2.1.03 AA and BA Education Premiums
- 2.1.04 Total Monthly Longevity and Education Premiums (Shows combined impact of education and longevity)

B. Special Wage Reports (Your Jurisdiction and Average of Comparables)

Select Reports (Select all reports you want prepared)

- 2.2.01 Total Monthly Wage (Same as the basic wage report with all detailed calculations showing)
- 2.2.02 Starting Wage
- 2.2.03 Average Hourly Wage (Annual wage divided by annual hours)
- 2.2.04 Average Net Hourly Wage (Annual wage divided by annual hours minus vacation & holiday hours)
- 2.2.05 Average Monthly Total Compensation (wage plus employer's retirement and health care contribution at full family rate)
- 2.2.06 Average Monthly Net Family Compensation (wage minus employee's family healthcare contribution at full family rate)
- 2.2.07 Average Monthly Total Family Compensation (wage plus employer family healthcare contribution at full family rate)
- 2.2.08 Average Adjusted Total Monthly Wage (Total Wage adjusted by the addition of any employer paid (Oregon and California) retirement pickup)
- 2.2.09 Average Adjusted Net Hourly Wage (Net Hourly Wage adjusted by the addition of any employer paid (Oregon and California) retirement pickup)
- 2.2.10 Average Adjusted Monthly Family Compensation (Family Compensation adjusted by the addition of any employer paid (Oregon and California) retirement pickup)
- 2.2.11 Total Compensation Monthly Wage (Same as the Total Compensation wage report with all detailed calculations showing)

C. Detailed Wage Reports

These 15 page reports include charts with a separate graph for each service longevity and education premium.

Select Reports (Select all reports you want prepared).

- 2.3.01 Detailed Average Hourly Wage (Annual wage divided by annual hours)
- 2.3.02 Detailed Average Net Hourly Wage (Annual wage divided by annual hours minus vacation & holiday hours)
- 2.3.03 Detailed Average Monthly Total Compensation (wage plus employer's retirement and health care contribution at full family rate)

C. Detailed Wage Reports (Continued)

- 2.3.04 Detailed Average Monthly Net Family Compensation
(wage minus employee's family healthcare contribution at full family rate)
- 2.3.05 Detailed Average Monthly Total Family Compensation
(wage plus employer family healthcare contribution at full family rate)

C. Special Pay and Premiums

Select Reports (Select all reports you want prepared)

- 2.4.01 Specialty Premiums Summary (Single Page Table showing all comparator specialty premiums)
- 2.4.02 Specialty Premiums (Detailed Report by Premium with Notes)
- 2.4.03 Proficiency Premiums
- 2.4.04 Shift Premiums
- 2.4.05 Unit Wide Premiums
- 2.4.06 Education Premiums (Detailed report on all education premiums)
- 2.4.07 Sergeant's Differential
- 2.4.08 Retirement Details
- 2.4.09 West Coast Retirement (Shows Retirement Pickup for Oregon and California)

E. Wage Settlement Trends and Wage Details

Select Reports (Select all reports you want prepared)

- 2.5.01 Settlement Trends (Percentage base wage increases for the three previous years)
- 2.5.02 Details of Wage and Other Increases

III. Benefit Reports

A. Health Insurance Benefits

- 3.1.01 Total Full Family Healthcare Contribution (Dollar amount paid by Employer)
- 3.1.02 Total Health Benefits
- 3.1.03 Medical
- 3.1.04 Dental
- 3.1.05 Vision
- 3.1.06 Orthodontic Benefits

A. Health Insurance Benefits (Continued)

- 3.1.07 Life Insurance
- 3.1.08 Disability Insurance

B. Hours and Leave

- 3.2.01 Annual Leave (Your Jurisdiction and Average of Comparables)
- 3.2.02 Annual Leave Summary (Aggregate annual leave hours over 30 year career)
- 3.2.03 Holidays
- 3.2.04 Sick Leave
- 3.2.05 Work Hours
- 3.2.06 Overtime

C. Other Benefits

- 3.3.01 Clothing Reimbursement
- 3.3.02 Tuition Reimbursement

IV. Historical Reports

A. Years

(Designate the number of years of data to be included in the report. For example, if you select 5 years, then all reports selected will include the last 5 years of data.)

B. Subject

(Designate by selecting below if the reports will include data for your jurisdiction only or your jurisdiction and the average of the comparables.)

- Your Jurisdiction Only
- Your Jurisdiction and Average of the Comps

C. Data Category (Select One)

1. Wage

Chose from *each* of the following selections a and b.

a. Wage Longevity and Education

Select *one* of the following:

- ___ 5 Year No Degree
- ___ 5 Year AA
- ___ 5 Year BA
- ___ 10 Year No Degree
- ___ 10 Year AA
- ___ 10 year BA
- ___ 15 Year No Degree
- ___ 15 Year AA
- ___ 15 Year BA
- ___ 20 Year No Degree
- ___ 20 Year AA
- ___ 20 Year BA
- ___ 25 Year No Degree
- ___ 25 Year AA
- ___ 25 Year BA

b. Data Format

Select *one* or more of the following:

- 4.1.01 Monthly, Hourly, Annually (Actual Dollars)
- 4.2.01 Percentage Wage increase from one year to the next.
- 4.3.01 Aggregate Percentage Wage Increase (percentage increase added from one year to the next to determine total percentage increase over time).
- 4.3.02 Combination Chart comparing aggregate wage increases and aggregate increases in specified demographic factor - Aggregate Percentage Increase (percentage increase added from one year to the next to determine total percentage increase over time).

Select *one* or *more* of the following:

- 4.4.01 Assessed Valuation
- 4.4.02 Assessed Valuation Unincorporated
- 4.4.03 Retail Sales (All Business Activity)
- 4.4.04 Retail Sales Unincorporated
- 4.4.05 Sales Tax Revenues

c. Data Format (Continued)

4.4.06	Retail Trade (Taxable Retail Sales)
4.4.07	Retail Trade Unincorporated (Taxable Retail Sales Unincorporated)
4.4.08	Median Home Price
4.4.09	Median Household Income
4.4.10	All Revenues
4.4.11	General Property Taxes
4.4.12	Diverted County Road Taxes
4.4.13	Sales and Use Taxes
4.4.14	Local Sales & Use Tax - Public Safety
4.4.15	All Expenditures & Expenses

c. Real Wage (Wages corrected by inflation)

Select *one* of the following:

4.5.01	Real Wage corrected by Seattle CPI-W
4.5.02	Real Wage corrected by US All Cities CPI-W
4.5.03	Real Wage corrected by Selected CPI on same chart with Regular Wage

2. Demographic

Select from *each* of the following selections a. and b.

a. Data Format

Select one or more.

4.5.01	Raw Number
4.5.02	Percentage increase from one year to the next.
4.5.03	Aggregate Percentage Increase (percentage increase added from one year to the next to determine total percentage increase over time).

b. Demographic Category

Select from the Demographic Menu all reports you want prepared.

Note that if you selected more than one Data Format, you will receive that number of charts for each demographic selection.

3. CPI

Select *one or more* from *each* of the following selections a., b., c., and d.

a. Select CPI Type

- CPI-W
- CPI-U

b. Select CPI Region

- US All Cities
- Seattle
- Portland
- West Coast
- West Coast B/C Cities

c. Select CPI Time Period

- 4.6.01 Annual figure
- 4.6.02 First half of the year
- 4.6.03 Second half of the year
- 4.6.04 Bimonthly

Select month (Not available for Portland Series).

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

4.6.05 Monthly

Select month (Not available for Seattle and Portland Series).

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December