Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Admin Technician	39,853	-	-	-	4,379	2,642	46,874	12,969	4,134	3,898	67,874
Admin Technician	66,058	-	-	-	-	3,231	69,289	14,107	8,574	5,854	97,824
Admin Technician	60,481	653	-	-	1,343	5,571	68,047	13,063	17,226	5,601	103,937
Admin Technician	72,156	-	-	-	-	5,708	77,863	15,409	8,574	6,383	108,229
Admin Technician	69,042	-	-	-	-	5,669	74,710	14,744	25,380	5,549	120,383
Admin Technician	62,073	195	-	-	-	8,287	70,556	13,317	4,134	5,519	93,525
Admin Technician	78,787	-	-	-	-	5,791	84,578	16,825	17,226	6,805	125,434
Admin Technician	47,251	1,059	-	-	-	5,406	53,716	9,480	8,574	4,239	76,009
Admin Technician	4,221	-	-	-	-	463	4,685	-	-	376	5,060
Admin Technician	21,430	-	-	-	-	1,671	23,101	4,835	2,960	1,906	32,802
Admin Technician	66,058	-	-	-	-	5,631	71,689	14,107	24,990	5,800	116,586
Admin Technician	37,516	30	-	-	-	3,618	41,165	1,612	10,096	3,301	56,173
Admin Technician	7,003	-	-	-	401	670	8,074	-	-	655	8,729
Admin Technician	57,231	-	-	-	-	11,818	69,049	9,403	-	4,980	83,432
Apparatus Operator	114,127	51,417	59	15	-	11,831	177,449	43,734	24,105	13,753	259,042
Apparatus Operator	104,331	1,084	19,673	-	-	7,183	132,270	37,996	7,299	9,894	187,459
Apparatus Operator	114,127	54,487	564	-	-	11,938	181,117	44,613	24,105	14,379	264,214
Apparatus Operator	114,127	44,495	7,334	-	-	11,841	177,798	43,824	24,105	14,317	260,043
Apparatus Operator	107,071	48,601	1,958	-	-	11,447	169,077	41,681	15,951	13,844	240,552
Apparatus Operator	114,127	64,332	1,599	-	-	12,264	192,323	47,418	24,105	15,622	279,468
Apparatus Operator	114,127	35,412	-	5,878	-	11,525	166,942	41,161	24,105	13,387	245,595
Apparatus Operator	114,127	20,130	3,199	15	-	10,987	148,458	36,362	24,105	12,039	220,965
Apparatus Operator	91,914	23,999	1,461	2	-	6,660	124,036	31,162	24,105	10,136	189,438
Apparatus Operator	104,331	4,125	-	-	-	15,515	123,970	28,636	-	9,544	162,149
Apparatus Operator	114,127	17,584	-	4,780	-	10,958	147,449	36,102	24,105	11,773	219,429
Apparatus Operator	105,696	57,198	1,613	-	-	11,552	176,059	43,145	24,105	13,093	256,402
Apparatus Operator	114,127	45,618	1,599	5,878	-	11,494	178,717	44,165	24,105	13,019	260,006
Apparatus Operator	113,948	51,695	1,555	36	-	11,877	179,111	43,836	19,089	14,627	256,663
Apparatus Operator	110,946	47,313	1,555	2,965	-	11,726	174,504	42,936	24,105	14,223	255,767
Apparatus Operator	114,127	24,350	23	2,046	-	11,079	151,627	37,165	7,299	12,317	208,407
Apparatus Operator	109,783	6,254	1,555	-	-	10,380	127,971	31,112	24,105	10,299	193,487
Apparatus Operator	104,331	48,177	74	18	-	11,439	164,039	40,215	24,105	12,517	240,876
Apparatus Operator	104,331	53,055	54	4,833	-	11,729	174,001	42,835	24,105	14,160	255,101
Apparatus Operator	103,631	11,284	914	54	-	10,216	126,098	30,568	24,105	10,147	190,918
Apparatus Operator	107,058	45,373	1,573	-	-	11,310	165,314	40,189	15,951	12,874	234,328
Apparatus Operator	114,127	7,762	59	-	-	10,511	132,459	32,113	19,089	10,585	194,246
Apparatus Operator	101,033	19,053	-	-	-	10,465	130,551	32,007	24,105	9,878	196,541
Apparatus Operator	104,331	54,797	-	-	-	11,635	170,762	41,786	24,105	13,934	250,586
Apparatus Operator	114,127	68,568	357	5,384	-	9,955	198,391	49,810	24,105	15,833	288,138
Apparatus Operator	93,150	30,729	-	45	-	10,575	134,500	32,814	7,299	10,292	184,905
Apparatus Operator	107,515	2,830	59	5,893	-	10,352	126,648	30,745	24,105	10,087	191,585

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Apparatus Operator	104,688	4,831	-	-	-	10,147	119,666	33,276	24,105	8,325	185,372
Apparatus Operator	114,127	7,157	59	2	-	15,903	137,248	32,095	-	10,634	179,977
Apparatus Operator	94,263	10,215	426	485	-	9,568	114,957	27,366	13,719	9,170	165,212
Apparatus Operator	114,127	5,298	-	105	-	10,449	129,979	31,548	24,105	9,393	195,025
Apparatus Operator	114,129	13,291	-	5,878	-	8,851	142,149	35,117	24,105	11,484	212,855
Apparatus Operator	94,143	7,320	3,213	2,197	-	10,063	116,935	28,354	24,105	9,178	178,572
Apparatus Operator	122,118	29,280	-	-	5,049	6,726	163,173	39,900	7,299	13,714	224,086
Apparatus Operator	102,848	23,217	2,854	45	-	11,929	140,893	34,061	22,053	11,240	208,247
Apparatus Operator	113,013	42,649	1,599	-	-	11,580	168,841	41,460	24,105	13,342	247,748
Apparatus Operator	102,848	45,164	1,463	-	-	11,345	160,819	39,475	24,105	13,028	237,428
Apparatus Operator	84,706	213	52	-	-	7,656	92,627	22,322	15,951	7,087	137,987
Apparatus Operator	114,127	51,730	680	-	-	11,859	178,396	43,927	24,105	14,589	261,017
Apparatus Operator	103,650	-	-	-	947	9,962	114,558	27,405	15,951	8,073	165,987
Apparatus Operator	26,542	-	-	-	3,321	2,569	32,432	8,756	5,812	2,604	49,605
Apparatus Operator	110,177	37,754	2,155	5,164	-	11,519	166,769	41,076	15,951	12,760	236,555
Apparatus Operator	97,640	8,153	-	5,878	-	15,580	127,250	29,196	-	9,758	166,204
Apparatus Operator	102,848	7,416	-	15	-	10,169	120,448	29,093	7,299	9,213	166,053
Apparatus Operator	113,829	45,024	6,412	-	-	9,424	174,689	43,569	24,105	14,416	256,779
Apparatus Operator	108,269	26,370	-	132	-	10,903	145,675	35,686	24,105	11,683	217,149
Apparatus Operator	98,898	21,759	-	5,878	-	10,466	137,002	38,470	13,719	10,995	200,186
Apparatus Operator	93,386	1,506	59	5,635	220	5,115	105,921	30,525	23,117	7,912	167,475
Apparatus Operator	114,072	85,333	4,695	144	-	12,990	217,233	53,547	15,951	14,641	301,373
Apparatus Operator	100,915	15,561	1,514	-	-	10,754	128,744	34,236	15,951	11,018	189,949
Apparatus Operator	104,331	16,747	18,197	73	-	11,041	150,389	36,643	24,105	12,211	223,348
Apparatus Operator	103,941	36,024	741	2,242	-	12,497	155,445	37,816	5,416	11,942	210,619
Apparatus Operator	80,736	2,499	-	-	-	9,348	92,583	22,103	7,299	7,133	129,118
Apparatus Operator	104,276	36,929	52	105	-	11,101	152,463	37,139	24,105	12,308	226,015
Apparatus Operator	109,217	39,798	1,944	9	-	11,392	162,360	39,876	24,105	12,591	238,933
Apparatus Operator	100,666	62,206	3,168	15	-	10,300	176,355	43,515	24,105	14,484	258,460
Apparatus Operator	104,331	62,073	389	31	-	11,866	178,688	43,920	24,105	14,523	261,236
Apparatus Operator	25,545	-	-	-	-	1,295	26,840	7,490	3,304	2,218	39,853
Apparatus Operator	104,331	12,693	-	-	-	5,691	122,714	30,828	24,105	10,186	187,833
Apparatus Operator	96,537	19,028	6,418	5,879	-	10,208	138,069	33,977	23,715	9,985	205,746
Apparatus Operator	110,209	56,980	1,545	-	13,852	16,194	198,780	55,434	24,105	14,152	292,470
Apparatus Operator	114,227	87,673	1,134	15	-	12,928	215,977	53,524	7,299	16,147	292,947
Apparatus Operator	106,062	54,422	12	15	-	11,547	172,058	42,431	24,105	12,525	251,119
Apparatus Operator	109,820	25,676	-	30	-	10,927	146,453	35,955	7,299	11,666	201,373
Apparatus Operator	114,127	4,976	-	46	-	9,229	128,377	31,468	24,105	10,341	194,291
Apparatus Operator	133,114	46,231	1,555	7,275	-	12,512	200,686	49,633	24,105	15,766	290,190
Apparatus Operator	109,159	11,660	-	4,931	-	10,223	135,974	33,283	24,105	10,779	204,141
Apparatus Operator	91,369	34,609	503	4,493	-	10,134	141,108	35,018	24,105	11,343	211,574

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Apparatus Operator	114,127	49,395	1,555	-	-	11,815	176,892	43,702	24,105	12,880	257,579
Apparatus Operator	102,848	41,258	1,485	-	-	11,228	156,818	38,400	7,299	12,125	214,643
Apparatus Operator	114,072	31,404	-	-	-	12,426	157,902	38,424	22,053	11,569	229,949
Apparatus Operator	101,691	15,846	2,282	15	-	10,382	130,216	31,574	24,105	9,157	195,052
Apparatus Operator	116,744	33,712	-	-	-	10,116	160,573	39,351	7,299	13,184	220,407
Apparatus Operator	36,121	429	-	677	1,555	5,020	43,803	8,201	7,801	3,375	63,180
Apparatus Operator	114,127	17,816	-	5,878	-	10,997	148,818	36,335	15,951	10,780	211,884
Apparatus Operator	108,133	45,954	6,224	16	-	11,668	171,996	42,404	24,105	12,655	251,160
Apparatus Operator	81,483	24,781	1,167	2,227	-	9,785	119,442	29,460	22,137	9,255	180,293
Apparatus Operator	112,440	36,020	59	5,878	-	11,486	165,884	40,623	24,105	11,640	242,252
Apparatus Operator	105,271	2,134	-	-	151	5,408	112,964	32,516	24,105	8,365	177,951
Apparatus Operator	110,209	54,295	4,027	-	-	11,918	180,450	44,395	15,951	14,712	255,508
Apparatus Operator	114,088	9,343	59	5,878	-	10,744	140,111	34,233	19,089	9,868	203,301
Apparatus Operator	114,127	15,738	-	-	-	10,759	140,624	34,230	24,105	11,225	210,184
Apparatus Operator	108,301	7,457	-	15	-	10,333	126,106	30,664	24,105	9,921	190,795
Apparatus Operator	113,879	64,275	1,652	-	-	12,254	192,060	47,270	24,105	15,475	278,910
Apparatus Operator	99,421	30,216	-	5,878	947	10,926	147,388	35,563	24,105	10,526	217,581
Apparatus Operator	114,127	14,559	-	-	-	16,123	144,810	33,923	-	10,995	189,727
Apparatus Operator	114,127	62,310	4,567	5,893	-	12,470	199,366	49,101	24,105	15,745	288,317
Apparatus Operator	104,241	7,061	-	-	-	10,199	121,501	29,433	24,105	9,493	184,531
Apparatus Operator	85,398	8,846	-	180	-	9,312	103,736	25,089	24,105	7,423	160,353
Assistant Chief	210,696	-	-	5,280	-	24,814	240,791	46,089	-	16,467	303,346
Assistant Chief	210,697	3,011	80,611	600	-	21,783	316,701	71,848	25,380	18,249	432,178
Assistant Chief	210,696	-	-	-	27,948	9,981	248,625	55,572	25,380	16,957	346,534
Assistant Chief	210,697	2,155	8,376	300	-	19,581	241,108	58,544	25,380	16,563	341,595
Battalion Chief	156,742	39,877	3,575	600	-	16,628	217,423	60,823	25,380	16,051	319,677
Battalion Chief	161,376	80,735	-	600	48,559	18,122	309,392	63,219	17,226	17,251	407,088
Battalion Chief	156,742	70,047	1,277	600	48,559	17,465	294,690	60,760	25,380	16,898	397,728
Battalion Chief	156,742	13,696	-	-	-	15,718	186,155	51,769	8,574	14,867	261,366
Battalion Chief	139,185	23,197	-	4,734	-	13,325	180,441	44,585	24,662	14,637	264,325
Battalion Chief	166,147	28,488	45,418	300	46,051	18,285	304,689	63,760	25,380	17,196	411,024
Battalion Chief	156,742	76,849	910	-	1,457	17,683	253,642	71,721	14,994	16,900	357,257
Battalion Chief	156,742	46,853	7,959	600	-	16,969	229,124	56,186	25,380	16,375	327,064
Battalion Chief	154,859	46,051	15,602	600	1,457	17,058	235,626	66,664	25,380	16,495	344,166
Battalion Chief	156,742	63,869	-	600	-	17,241	238,452	67,417	25,380	16,531	347,780
Battalion Chief	156,742	21,032	2,229	600	50,497	16,023	247,123	47,806	25,380	15,857	336,166
Battalion Chief	166,147	3,902	40,899	-	-	16,718	227,666	64,217	25,380	16,338	333,601
Captain	124,332	37,193	-	176	-	11,712	173,413	42,639	24,105	12,759	252,916
Captain	133,107	38,652	2,103	5,878	-	12,258	191,998	54,710	24,105	15,507	286,321
Captain	133,107	30,628	32,343	-	-	12,749	208,826	59,647	24,105	14,375	306,953
Captain	130,346	46,717	4,481	-	-	12,312	193,855	48,209	24,105	15,683	281,852

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Captain	127,982	44,622	63	-	-	12,044	184,711	45,891	24,105	14,963	269,670
Captain	133,107	43,258	5,681	-	10,364	17,820	210,229	58,652	15,951	15,852	300,685
Captain	133,099	64,703	3,816	5,878	-	8,410	215,905	54,989	13,719	14,523	299,136
Captain	10,568	2,799	-	-	-	665	14,032	3,919	3,875	1,132	22,959
Captain	133,107	63,598	87	15	-	12,770	209,576	59,846	13,719	14,399	297,540
Captain	130,353	4,826	65,488	7,275	-	13,104	221,046	54,899	15,951	16,257	308,154
Captain	132,934	35,569	2,318	-	-	11,988	182,809	51,892	24,105	14,712	273,518
Captain	133,114	2,036	-	-	5,503	10,921	151,575	35,742	15,951	12,238	215,505
Captain	133,114	4,639	-	7,275	-	11,218	156,246	38,347	14,830	12,674	222,097
Captain	133,107	6,110	3,597	-	-	11,151	153,965	37,654	24,105	12,210	227,934
Captain	130,346	534	-	9	-	10,792	141,681	34,660	7,299	11,445	195,085
Captain	111,026	52,267	1,950	-	19,231	12,230	196,703	56,074	18,248	15,726	286,751
Captain	57,750	11,803	-	2,905	-	5,112	77,570	-	3,143	6,378	87,091
Captain	106,894	30,028	63	115	-	11,049	148,148	36,756	24,105	11,233	220,242
Captain	123,170	13,416	3,979	6,040	-	11,264	157,869	38,881	15,951	12,587	225,288
Captain	133,107	16,109	-	5,878	-	11,519	166,612	40,993	24,105	11,939	243,650
Captain	133,107	49,922	1,908	2	-	12,414	197,352	48,931	24,105	15,700	286,088
Captain	133,114	5,634	-	-	13,649	9,046	161,443	46,034	24,105	13,288	244,870
Captain	132,676	46,278	1,882	-	-	12,285	193,121	48,010	24,105	14,101	279,338
Captain	133,107	37,187	68	6,024	-	12,158	188,544	53,805	24,105	15,224	281,678
Captain	133,107	21,899	22,469	-	-	12,190	189,665	53,920	24,105	15,365	283,055
Captain	128,640	1,644	-	7,275	-	10,989	148,547	41,761	24,105	11,995	226,408
Captain	133,107	20,543	3,799	-	-	11,590	169,039	41,768	8,061	13,793	232,661
Captain	133,056	47,066	1,931	-	-	12,327	194,380	48,292	24,105	15,679	282,456
Captain	125,029	314	-	2,965	-	10,714	139,022	33,936	24,105	10,330	207,393
Captain	133,078	12,241	68	-	-	11,228	156,614	44,140	24,105	12,481	237,340
Division Chief	185,075	453	-	-	-	17,294	202,823	48,954	17,226	15,769	284,771
Division Chief	190,945	-	-	-	-	17,676	208,620	57,961	25,380	15,888	307,849
Division Chief	186,574	47,034	-	600	49,347	19,501	303,055	72,326	25,380	17,081	417,841
Division Chief	186,574	66,317	-	600	53,098	20,130	326,717	72,160	25,380	17,487	441,744
Division Chief	171,494	56,815	6,919	600	44,369	18,417	298,614	62,792	25,380	17,055	403,840
Division Chief	186,574	10,716	87,955	-	26,907	20,286	332,438	62,063	25,380	18,652	438,533
EMT	52,596	1,150	-	3,710	-	7,488	64,945	6,055	12,154	5,006	88,159
EMT	54,841	1,868	-	4,118	-	5,388	66,214	8,592	5,397	5,288	85,491
Facilities Maintenance Tech II	77,339	2,887	-	-	-	5,713	85,938	17,149	7,885	7,108	118,080
Facilities Maintenance Tech II	92,513	2,604	-	-	-	5,998	101,115	20,318	25,380	8,324	155,137
Facilities Maintenance Tech II	82,918	2,909	-	-	-	5,887	91,713	18,362	17,226	7,531	134,832
Fire Chief	252,335	-	-	-	17,117	15,487	284,939	63,166	25,380	17,657	391,142
Fire Inspector	122,118	63,005	-	-	-	9,084	194,207	49,058	24,105	15,741	283,111
Fire Inspector	116,255	46,357	489	-	-	11,748	174,849	43,001	24,105	14,029	255,984
Fire Inspector	82,778	4,656	-	-	-	8,807	96,241	22,622	16,259	7,666	142,788

Clackamas Fire
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Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Fire Inspector	13,714	4,579	-	-	15,533	1,951	35,777	4,548	-	2,963	43,287
Fire Inspector	112,539	8,567	-	-	-	10,496	131,602	36,835	24,105	10,389	202,932
Firefighter	93,687	41,751	1,726	4,259	-	11,104	152,527	37,191	24,105	12,294	226,116
Firefighter	72,850	9,046	443	-	-	9,326	91,664	21,873	24,105	7,067	144,710
Firefighter	88,338	22,257	1,504	15	-	9,832	121,946	29,702	24,105	9,561	185,315
Firefighter	112,244	29,006	5,639	3,974	2,045	11,388	164,296	40,005	15,951	12,526	232,778
Firefighter	106,246	655	-	2,704	-	10,148	119,753	28,987	15,951	9,597	174,288
Firefighter	97,967	20,899	4,074	222	-	10,555	133,717	32,528	7,299	10,779	184,323
Firefighter	107,764	37,016	2,478	89	-	11,282	158,629	38,943	8,046	12,793	218,412
Firefighter	97,967	16,934	-	2	-	10,307	125,210	30,422	24,105	8,818	188,555
Firefighter	89,181	4,929	56	1,738	-	9,180	105,084	25,873	24,105	8,559	163,621
Firefighter	97,968	7,563	12	4	-	10,026	115,573	28,010	11,781	9,061	164,425
Firefighter	107,764	9,290	-	54	-	10,375	127,482	30,924	15,951	10,259	184,617
Firefighter	107,712	14,235	30,476	-	-	11,434	163,857	40,036	24,105	13,039	241,037
Firefighter	97,967	5,113	-	2	-	9,952	113,035	27,277	24,105	8,935	173,352
Firefighter	86,766	2,741	-	-	-	9,542	99,050	23,714	7,299	7,416	137,478
Firefighter	107,764	36,953	56	4,315	-	16,734	165,822	39,514	-	13,018	218,354
Firefighter	81,442	15,100	1,154	1,472	-	9,831	108,999	26,235	7,299	8,675	151,208
Firefighter	95,665	27,265	-	1,117	-	10,943	134,989	35,834	24,105	11,929	206,856
Firefighter	107,026	103,519	30,401	5,953	-	14,260	261,159	63,696	7,299	15,129	347,283
Firefighter	95,291	22,908	287	3,979	-	10,532	132,996	32,307	19,466	9,623	194,392
Firefighter	72,873	3,350	-	-	-	8,867	85,089	20,405	12,981	6,614	125,089
Firefighter	2,539	-	-	-	-	164	2,703	-	-	225	2,928
Firefighter	86,672	5,932	-	-	-	9,635	102,239	24,548	7,299	7,846	141,932
Firefighter	87,363	16,477	-	15	-	9,967	113,822	27,594	7,299	8,834	157,548
Firefighter	79,822	5,803	-	-	-	9,208	94,833	22,539	18,763	7,248	143,382
Firefighter	77,632	14,245	-	-	694	9,607	102,177	19,816	7,299	8,084	137,376
Firefighter	92,372	45,733	1,128	15	-	10,626	149,874	36,942	24,105	12,026	222,946
Firefighter	72,873	4,429	-	-	-	7,849	85,150	6,931	12,107	6,731	110,919
Firefighter	67,610	7,392	-	-	-	7,780	82,782	20,158	18,293	6,561	127,794
Firefighter	107,764	35,006	-	3,011	-	11,235	157,016	38,621	18,735	12,739	227,111
Firefighter	107,054	1,798	-	5,878	-	8,943	123,673	30,347	24,105	9,104	187,229
Firefighter	91,877	46,120	79	15	-	11,001	149,092	36,584	7,299	12,073	205,048
Firefighter	91,594	787	-	2,573	-	8,460	103,413	25,051	24,105	8,266	160,835
Firefighter	100,395	20,028	334	15	-	6,705	127,476	31,828	24,105	9,509	192,918
Firefighter	107,752	36,087	8,746	5,878	-	8,316	166,779	42,008	24,105	12,593	245,485
Firefighter	85,044	10,817	-	4,367	-	9,864	110,091	26,484	7,299	8,696	152,571
Firefighter	107,179	6,782	447	1,215	-	7,967	123,590	30,640	7,299	9,638	171,167
Firefighter	107,764	10,683	78	2,963	-	9,418	130,905	32,133	24,105	9,619	196,762
Firefighter	77,667	14,870	-	-	-	9,627	102,163	24,562	15,951	7,528	150,204
Firefighter	67,610	4,421	-	-	-	7,691	79,722	19,331	5,540	6,270	110,863

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Firefighter	107,764	167	1,504	183	-	10,150	119,768	29,008	23,766	9,505	182,047
Firefighter	93,666	2,745	-	55	-	9,749	106,215	25,560	24,105	8,309	164,189
Firefighter	99,930	28,921	7,143	3,974	-	11,053	151,021	37,367	24,105	11,090	223,582
Firefighter	107,963	6,623	-	-	-	10,301	124,887	30,292	15,951	10,036	181,166
Firefighter	86,672	39,121	-	848	-	10,656	137,297	33,630	13,719	11,095	195,741
Firefighter	87,585	285	-	5,878	-	14,471	108,219	24,629	-	7,967	140,815
Firefighter	96,142	1,573	-	1,560	-	9,831	109,105	26,265	24,105	8,357	167,832
Firefighter	101,583	35,442	-	5,399	-	16,528	158,951	37,512	-	12,479	208,942
Firefighter	101,673	49,288	48	-	-	11,390	162,400	39,970	11,237	12,659	226,265
Firefighter	91,556	10,015	-	-	-	11,964	113,535	26,879	3,789	8,644	152,847
Firefighter	90,849	34,023	-	55	-	10,606	135,532	33,081	7,299	10,957	186,870
Firefighter	97,967	12,948	-	55	-	10,189	121,159	29,291	24,105	9,406	183,961
Firefighter	59,674	1,150	-	-	-	9,305	70,129	16,300	7,680	5,315	99,424
Firefighter	97,967	35,821	969	54	-	10,714	145,524	35,772	7,299	11,805	200,400
Firefighter	107,764	39,090	2,589	-	-	11,345	160,788	39,434	7,299	13,071	220,592
Firefighter	77,632	3,332	-	15	-	9,280	90,259	21,436	11,237	7,465	130,397
Firefighter	54,161	1,150	-	-	-	7,189	62,501	4,151	10,415	4,783	81,850
Firefighter	21,547	-	-	-	941	1,352	23,839	5,357	4,654	1,917	35,767
Firefighter	94,723	11,985	501	2	-	10,076	117,287	28,269	24,105	9,333	178,994
Firefighter	107,764	8,022	737	114	-	8,055	124,692	30,765	24,105	10,173	189,735
Firefighter	95,216	26,716	56	3,074	-	10,411	135,473	32,769	18,763	10,804	197,809
Firefighter	106,245	47,730	303	3,621	-	11,597	169,496	41,748	7,299	13,820	232,362
Firefighter	97,967	27,993	-	5,923	-	10,816	142,700	34,923	15,951	10,341	203,915
Firefighter	77,632	1,650	-	15	-	9,229	88,526	16,314	7,299	6,900	119,039
Firefighter	101,734	6,538	-	-	-	10,102	118,374	28,670	24,105	9,483	180,632
Firefighter	85,010	7,818	-	4,396	-	9,773	106,997	25,645	7,299	8,282	148,223
Firefighter	80,808	1,566	-	-	-	8,001	90,376	22,029	12,107	7,219	131,730
Firefighter	107,764	27,565	18,295	5,893	-	11,647	171,164	42,114	24,105	12,441	249,824
Firefighter	67,610	1,897	-	-	-	7,615	77,123	18,628	5,540	6,083	107,373
Firefighter	80,808	7,520	-	-	-	12,230	100,558	23,686	-	7,619	131,862
Firefighter	107,764	11,570	-	-	-	10,442	129,775	31,469	7,299	10,402	178,944
Firefighter	83,270	3,817	-	-	-	9,466	96,553	23,151	24,156	7,359	151,219
Firefighter	101,674	34,571	76	-	-	10,950	147,271	36,088	7,299	11,915	202,572
Firefighter	77,599	14,333	-	15	-	9,609	101,556	24,375	7,299	7,993	141,223
Firefighter	75,717	298	-	3,387	-	8,653	88,054	22,522	22,027	6,923	139,527
Firefighter	72,825	14,566	-	-	-	8,868	96,258	23,160	24,105	7,603	151,126
Firefighter	32,577	4,489	-	-	2,650	4,179	43,896	4,403	3,226	3,471	54,995
Firefighter	107,764	19,763	-	5,908	-	10,865	144,300	35,272	15,951	11,607	207,130
Firefighter	107,764	6,753	-	5,878	-	10,474	130,868	31,794	24,105	8,981	195,748
Firefighter	107,585	48,000	-	5,497	-	17,092	178,174	42,595	-	13,531	234,299
Firefighter	65,037	2,701	-	-	-	8,370	76,108	17,735	13,538	5,373	112,755

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Firefighter	112,160	18,414	-	-	-	16,178	146,753	34,420	-	11,120	192,292
Firefighter	91,204	27,010	785	2,032	-	9,994	131,026	32,026	7,299	10,441	180,792
Firefighter	101,701	3,600	-	680	-	10,033	116,014	28,071	15,951	8,802	168,838
Firefighter	84,377	5,134	-	17	-	9,169	98,697	23,531	17,708	7,616	147,552
Firefighter	94,539	23,210	4,840	5,383	-	10,747	138,718	34,350	24,105	11,219	208,392
Firefighter	67,610	3,221	-	-	-	7,655	78,486	6,456	6,287	6,200	97,429
Firefighter	100,495	6,199	-	48	-	10,064	116,806	28,043	21,194	9,232	175,275
Firefighter	107,764	11,979	-	4	-	10,454	130,200	31,677	15,345	10,411	187,633
Firefighter	86,606	45,070	43	728	-	10,831	143,277	35,195	7,299	11,547	197,319
Firefighter	59,674	7,011	-	-	-	7,531	74,216	17,931	5,540	5,836	103,523
Firefighter	77,632	5,291	-	-	-	9,338	92,261	17,312	7,299	7,244	124,116
Firefighter	88,625	12,556	-	4,948	-	9,948	116,078	28,096	24,105	9,260	177,539
Firefighter	107,764	31,665	1,504	1,117	-	11,123	153,173	37,632	18,735	12,468	222,008
Firefighter	107,764	25,411	235	1,117	-	10,898	145,424	35,682	24,105	11,800	217,011
Firefighter	87,363	6,643	-	485	-	8,924	103,415	24,935	11,034	8,216	147,600
Firefighter	105,709	22,638	6,546	2	-	10,902	145,796	35,664	24,105	11,714	217,280
Firefighter	107,708	1,445	-	3,639	-	10,245	123,037	29,777	15,951	9,548	178,313
Firefighter	101,673	25,873	1,392	-	-	16,128	145,066	34,018	-	11,307	190,392
Firefighter	107,764	38,613	1,504	5,908	-	11,475	165,264	40,674	7,299	13,453	226,690
Firefighter	91,265	37,917	6,608	4,313	-	11,061	151,164	37,136	7,299	12,120	207,718
Firefighter	107,764	43,460	1,242	4,286	-	11,564	168,316	41,406	7,299	13,766	230,787
Firefighter	107,764	18,881	-	5,965	-	10,840	143,450	34,902	7,299	10,490	196,141
Firefighter	76,873	7,129	43	-	-	9,215	93,260	22,144	14,593	7,075	137,071
Firefighter	96,852	33,826	2,092	1,333	-	10,913	145,015	35,550	17,318	11,763	209,646
Firefighter	95,989	41,294	-	4,251	-	11,102	152,635	37,389	24,105	12,325	226,453
Firefighter	107,936	42,044	3,444	70	-	11,469	164,963	40,558	7,299	13,369	226,189
Firefighter	80,966	25,213	43	-	-	9,941	116,162	28,206	24,105	9,299	177,772
Firefighter	87,398	18,580	-	-	-	10,031	116,009	28,141	7,299	9,268	160,716
Firefighter	67,610	3,198	-	-	-	7,654	78,462	18,990	12,107	6,198	115,758
Firefighter	107,764	56,674	1,600	54	-	11,844	177,936	43,929	7,299	13,177	242,341
Firefighter	107,319	24,687	56	15	-	16,220	148,296	40,174	-	10,309	198,779
Firefighter	86,738	3,389	43	15	-	9,563	99,747	23,932	7,299	7,832	138,810
Firefighter	3,459	-	-	-	116	280	3,855	-	-	316	4,171
Firefighter	107,764	21,874	863	5,497	-	10,942	146,939	35,953	15,951	11,931	210,774
Firefighter	84,979	23,917	167	4,369	-	10,260	123,691	29,973	24,105	9,890	187,659
Fleet Technician	75,934	-	-	-	-	8,755	84,689	16,215	-	6,728	107,633
Fleet Technician	35,243	7,767	-	500	8,512	2,635	54,657	8,732	12,240	4,509	80,139
Fleet Technician	68,265	90	-	-	-	4,792	73,148	4,720	19,260	6,026	103,154
Fleet Technician	27,380	-	-	450	-	2,217	30,047	-	7,665	2,450	40,162
Fleet Technician	102,856	3,572	-	1,200	-	13,429	121,057	22,945	-	9,526	153,529
Fleet Technician	77,276	325	-	1,200	-	5,791	84,592	16,824	8,574	6,981	116,971

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Fleet Technician	102,856	6,920	-	1,200	-	6,188	117,164	23,657	14,994	9,699	165,514
Fleet Technician	80,078	7,186	-	1,200	-	5,899	94,363	18,824	25,380	7,737	146,304
Fleet Technician	45,067	2,608	-	650	-	3,108	51,432	10,816	13,140	4,259	79,647
Forestry Tech I	3,780	-	621	-	-	-	4,401	-	-	391	4,792
Forestry Tech I	17,724	-	17,655	-	-	-	35,379	9,521	-	3,138	48,038
Forestry Tech I	19,620	-	17,006	-	-	-	36,626	-	-	3,250	39,876
Forestry Tech I	14,508	-	15,399	-	-	-	29,907	-	-	2,652	32,559
Forestry Tech I	7,830	-	12,951	-	-	-	20,781	-	-	1,843	22,624
Forestry Tech I	7,830	-	13,221	-	-	-	21,051	-	-	1,867	22,918
Forestry Tech I	8,751	-	10,651	-	-	-	19,402	-	-	1,720	21,122
Forestry Tech I	17,145	-	16,871	-	-	-	34,016	-	-	3,017	37,033
Forestry Tech I	17,724	-	17,877	-	-	-	35,601	-	-	3,158	38,759
Forestry Tech I	13,878	-	18,842	-	-	-	32,720	-	-	2,901	35,621
Forestry Tech I	22,194	-	15,359	-	-	-	37,553	-	-	3,335	40,888
Forestry Tech I	13,968	-	19,139	-	-	-	33,107	-	-	2,936	36,042
Forestry Tech I	16,866	-	17,235	-	-	-	34,101	-	-	3,025	37,126
Forestry Tech I	24,658	-	20,172	-	-	-	44,830	2,132	-	3,981	50,943
Forestry Tech I	17,226	-	16,857	-	-	-	34,083	-	-	3,024	37,107
Forestry Tech I	22,804	-	19,170	-	-	-	41,975	11,356	-	3,726	57,057
Forestry Tech I	7,668	-	12,870	-	-	-	20,538	-	-	1,821	22,359
Forestry Tech II	22,258	122	19,742	-	-	-	42,122	11,304	-	3,734	57,160
Forestry Tech II	29,925	-	21,517	-	-	-	51,442	13,873	-	4,564	69,878
Forestry Tech III	21,577	-	19,323	-	-	-	40,900	10,954	-	3,626	55,480
Forestry Tech III	31,949	141	23,210	2,313	-	-	57,613	15,526	2,067	5,109	80,314
Lieutenant	122,116	23,173	-	15	-	11,223	156,527	38,316	24,105	12,260	231,209
Lieutenant	122,116	8,298	-	-	-	10,777	141,191	34,502	24,105	11,159	210,957
Lieutenant	122,091	50,911	815	2,922	-	12,076	188,815	47,350	24,105	14,329	274,598
Lieutenant	122,116	29,790	23,600	-	-	12,129	187,635	53,318	24,105	15,078	280,136
Lieutenant	120,110	4,933	61	55	-	10,618	135,776	33,121	24,105	10,645	203,647
Lieutenant	116,480	29,794	-	2,221	-	15,788	164,282	39,172	-	13,029	216,483
Lieutenant	122,116	51,816	16,440	-	-	12,575	202,947	50,496	15,951	15,869	285,263
Lieutenant	112,801	9,351	-	36	-	10,415	132,603	32,208	17,869	10,668	193,349
Lieutenant	118,047	27,431	2,562	134	-	11,308	159,483	39,122	24,105	12,924	235,633
Lieutenant	122,116	31,543	496	-	-	11,489	165,644	46,913	24,105	13,359	250,021
Lieutenant	114,790	33,562	33,980	45	-	12,334	194,711	47,981	24,105	14,185	280,983
Lieutenant	122,116	17,627	6,617	5,878	-	11,431	163,669	40,252	24,105	11,879	239,905
Lieutenant	122,116	51,852	3,510	5,878	-	12,365	195,721	48,524	24,105	14,180	282,529
Lieutenant	122,116	6,491	-	5,878	-	10,587	145,071	35,552	24,105	9,933	214,661
Lieutenant	122,116	35,659	1,726	5,878	-	11,823	177,202	43,656	24,105	14,435	259,398
Lieutenant	103,263	33,121	-	-	-	10,299	146,682	36,597	7,299	11,949	202,527
Lieutenant	120,110	54,806	182	-	-	11,803	186,900	46,511	24,105	15,122	272,638

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Lieutenant	122,116	44,185	188	5,887	3,423	12,036	187,835	45,762	24,105	15,322	273,024
Lieutenant	118,122	-	-	5,878	1,073	10,616	135,688	38,046	15,951	10,876	200,560
Lieutenant	116,661	15,203	63	-	-	10,676	142,602	34,710	24,105	10,216	211,633
Lieutenant	116,115	32,607	24,493	592	-	12,077	185,884	45,874	15,951	15,223	262,931
Lieutenant	117,938	27,287	793	110	-	11,246	157,373	38,518	15,951	12,777	224,620
Lieutenant	114,912	29,633	1,711	-	-	11,127	157,384	38,521	24,105	11,539	231,549
Lieutenant	68,685	18,200	954	-	6,731	11,651	106,221	28,182	-	7,458	141,861
Lieutenant	106,957	35,249	-	63	-	11,070	153,339	37,565	15,951	12,377	219,232
Lieutenant	122,116	40,205	5,149	5,931	-	12,066	185,468	45,820	24,105	15,145	270,537
Lieutenant	122,116	12,979	31	-	-	10,918	146,044	35,715	24,105	11,694	217,557
Lieutenant	117,809	37,211	4,926	-	-	11,659	171,605	42,308	24,105	13,248	251,266
Lieutenant	120,109	34,349	1,609	1	-	14,246	170,314	41,280	7,110	13,576	232,280
Lieutenant	122,116	14,003	875	70	-	10,415	147,478	36,341	24,105	10,747	218,671
Lieutenant	113,933	40,662	8,708	-	-	10,515	173,818	43,145	19,925	14,418	251,306
Lieutenant	122,116	4,850	-	109	-	10,658	137,734	33,606	15,951	11,117	198,407
Lieutenant	107,103	15,373	-	3,066	-	10,624	136,165	33,246	24,105	10,326	203,841
Lieutenant	121,706	35,085	1,664	4,818	-	11,759	175,031	43,211	24,105	14,282	256,629
Lieutenant	104,678	44,443	2,943	-	-	11,256	163,320	40,242	24,105	13,111	240,778
Lieutenant	116,115	24,495	1,655	61	-	11,133	153,459	37,563	24,105	11,055	226,182
Lieutenant	107,161	5,433	59	15	-	10,046	122,714	29,843	24,105	9,280	185,942
Lieutenant	122,116	39,156	169	-	-	11,513	172,954	42,504	24,105	14,060	253,622
Lieutenant	111,404	11,704	172	55	-	10,563	133,898	32,580	24,105	10,761	201,345
Lieutenant	122,116	38,179	1,774	-	-	11,726	173,795	42,937	24,105	13,296	254,134
Lieutenant	112,495	63,393	13,014	-	43,415	9,355	241,673	71,202	24,105	14,911	351,890
Lieutenant	122,118	21,237	-	-	-	11,165	154,520	37,919	7,299	11,343	211,081
Lieutenant	122,116	39,203	1,416	-	-	11,307	174,041	43,133	24,105	14,133	255,412
Lieutenant	122,116	48,489	63	-	-	11,984	182,652	45,190	7,299	14,998	250,139
Lieutenant	121,740	2,482	-	91	-	10,594	134,907	32,859	24,105	10,846	202,717
Lieutenant	122,116	35,910	63	-	-	11,607	169,696	41,912	24,105	13,874	249,587
Lieutenant	102,227	12,275	75	-	-	10,110	124,686	30,155	24,105	9,762	188,708
Lieutenant	122,116	48,375	251	-	4,107	11,987	186,836	45,270	7,299	15,367	254,771
Lieutenant	122,116	3,810	22	-	-	10,643	136,591	33,313	24,105	11,000	205,009
Lieutenant	102,842	16,302	704	-	-	10,361	130,209	31,716	24,105	9,755	195,786
Lieutenant	122,116	42,973	1,726	5,933	-	12,047	184,794	45,680	24,105	14,988	269,567
Lieutenant	122,033	5,946	1,757	30	-	15,145	144,911	34,417	-	10,309	189,636
Lieutenant	111,206	17,438	126	18	-	10,645	139,432	33,865	24,105	10,950	208,353
Lieutenant	113,150	16,767	-	-	-	10,759	140,676	34,445	7,299	11,393	193,812
Lieutenant	98,275	3,807	-	2,965	-	9,578	114,625	27,738	15,951	8,507	166,822
Lieutenant	122,116	43,972	12,863	-	-	12,233	191,183	47,349	24,105	14,134	276,771
Lieutenant	123,183	8,048	63	5,878	-	10,990	148,162	36,324	15,951	10,901	211,339
Lieutenant	122,116	37,439	2,281	-	2,054	11,719	175,610	42,831	24,105	13,177	255,723

Clackamas Fire
Calendar Year 2025 Employee Compensation Report

Position	Base Pay	Overtime Pay	Overtime Pay (Reimbursed by Outside Agency)	Specialty/ Incentive/ Allowance	Leave Pay Out	Employer Paid Deferred Compensation	Total Pay	Employer Paid Pension	Employer Paid Health Benefits	Employer Paid Payroll Taxes	Total Compensation
Lieutenant	113,150	16,374	-	3,936	-	10,865	144,325	35,287	24,105	11,246	214,963
Lieutenant	122,116	5,959	14	5,878	-	10,883	144,850	35,388	24,105	10,594	214,936
Lieutenant	122,116	14,993	-	55	-	10,979	148,143	36,359	24,105	11,724	220,330
Lieutenant	122,116	42,062	2,796	103	-	11,877	178,954	44,217	24,105	14,580	261,857
Lieutenant	113,150	13,537	-	18	-	10,663	137,367	33,591	24,105	11,087	206,150
Manager	139,230	1,243	-	5,880	-	10,350	156,703	44,405	23,328	12,497	236,932
Manager	62,407	-	-	-	-	5,929	68,336	-	-	5,532	73,868
Manager	40,820	459	-	-	14,412	2,788	58,479	8,285	6,020	4,873	77,657
Manager	105,412	-	-	-	1,161	7,018	113,590	22,528	14,994	9,306	160,418
Manager	122,803	2,150	-	-	-	7,253	132,206	26,662	25,380	10,996	195,245
Manager	137,715	-	-	880	-	7,325	145,920	42,070	8,574	12,100	208,665
Manager	117,437	395	-	600	-	7,889	126,321	25,289	7,282	10,443	169,335
Officer	166,147	-	-	-	-	18,188	184,335	50,426	-	14,615	249,376
Officer	166,147	979	-	-	9,985	12,798	189,909	35,631	25,380	15,600	266,520
Officer	106,992	-	-	-	-	7,604	114,596	9,842	8,974	9,741	143,154
Paramedic	74,913	15,259	-	9,691	-	10,946	110,809	26,285	22,053	8,385	167,532
Paramedic	75,527	32,599	71	9,750	-	10,994	128,941	31,034	7,029	10,278	177,283
Public Educator	97,867	2,599	-	-	-	7,449	107,914	30,444	8,124	8,807	155,289
Public Educator	82,841	507	-	-	19,198	5,214	107,760	30,455	19,372	9,027	166,614
Public Educator	85,058	7,621	-	-	-	9,638	102,317	24,558	15,951	8,097	150,922
Specialist	97,812	-	-	600	-	11,139	109,551	21,018	2,052	8,712	141,333
Specialist	88,731	-	-	-	-	6,517	95,248	18,951	8,574	7,807	130,579
Specialist	79,815	-	-	-	-	6,706	86,521	17,055	14,994	6,989	125,560
Specialist	73,004	163	34,013	-	-	7,090	114,271	28,537	9,111	9,443	161,362
Specialist	45,886	-	-	-	-	5,788	51,674	-	-	4,070	55,744
Specialist	86,272	-	-	-	-	6,644	92,916	18,403	7,885	7,445	126,649
Specialist	42,496	-	-	-	-	7,460	49,956	733	-	3,950	54,639
Specialist	44,905	-	-	-	-	2,311	47,216	-	10,950	4,009	62,175
Specialist	80,483	-	-	600	-	6,720	87,804	24,629	25,380	7,269	145,081
Specialist	88,731	-	-	600	-	6,824	96,155	19,079	8,574	7,910	131,718
Specialist	51,055	-	-	-	-	7,290	58,345	11,264	-	4,478	74,086
Specialist	87,035	116	-	-	-	6,501	93,652	18,634	25,380	7,023	144,689
Specialist	88,731	1,375	-	-	-	4,490	94,596	19,227	14,994	7,979	136,796
Supervisor	73,719	-	26,767	-	-	6,126	106,612	26,502	8,574	8,783	150,471
Supervisor	119,217	-	-	-	4,336	6,277	129,830	25,426	25,380	10,934	191,570