

Proposed Salary Schedule Realignment

Position Title	Step 1		Step 2		Step 3		Step 4		Step 5	
Executive Officer	\$40.54	\$84,323	\$42.57	\$88,546	\$44.70	\$92,976	\$46.95	\$97,656	\$51.77	\$107,682
	\$51.86	\$107,878	\$54.46	\$113,272	\$57.18	\$118,935	\$60.04	\$124,882	\$63.04	\$131,126
	\$44.61	\$92,787	\$46.84	\$97,426	\$49.18	\$102,298	\$51.64	\$107,413	\$54.22	\$112,783
	10%								5%	
Assistant Executive Officer	\$29.73	\$61,838	\$31.21	\$64,917	\$32.77	\$68,162	\$34.41	\$71,573	\$36.13	\$75,150
	\$36.71	\$76,366	\$38.55	\$80,184	\$40.48	\$84,194	\$42.50	\$88,403	\$44.63	\$92,823
	\$36.70	\$76,336	\$38.54	\$80,153	\$40.46	\$84,160	\$42.48	\$88,368	\$44.61	\$92,787
	23%								23%	
Policy Analyst	\$22.71	\$47,237	\$23.85	\$49,608	\$25.05	\$52,104	\$26.30	\$54,704	\$28.31	\$58,885
	\$33.72	\$70,132	\$35.40	\$73,639	\$37.17	\$77,321	\$39.03	\$81,187	\$40.98	\$85,246
	\$30.19	\$62,802	\$31.70	\$65,942	\$33.29	\$69,239	\$34.95	\$72,701	\$36.70	\$76,336
	33%								30%	
Assistant Policy Analyst	\$21.46	\$44,637	\$22.53	\$46,862	\$23.21	\$48,277	\$24.25	\$50,440	\$24.98	\$51,958
	\$30.49	\$63,426	\$32.02	\$66,597	\$33.62	\$69,927	\$35.30	\$73,424	\$37.06	\$77,095
	\$24.84	\$51,667	\$26.08	\$54,251	\$27.39	\$56,963	\$28.76	\$59,811	\$30.19	\$62,802
	16%								21%	
Commission Clerk	\$20.44	\$42,515	\$21.46	\$44,637	\$22.54	\$46,883	\$23.66	\$49,213	\$24.84	\$51,667
	\$19.60	\$40,764	\$20.58	\$42,802	\$21.61	\$44,942	\$22.69	\$47,189	\$23.82	\$49,548
	\$20.44	\$42,515	\$21.46	\$44,641	\$22.53	\$46,873	\$23.66	\$49,216	\$24.84	\$51,677
Administrative Assistant	\$16.06	\$16,702	\$16.86	\$17,534	\$17.70	\$18,408	\$18.58	\$19,323	\$19.99	\$20,790
	\$19.00	\$19,760	\$19.95	\$20,747	\$20.95	\$21,785	\$21.99	\$22,874	\$23.09	\$24,018
	\$18.27	\$19,000	\$19.18	\$19,950	\$20.14	\$20,948	\$21.15	\$21,995	\$22.21	\$23,095
	14%								11%	

Key
current
mean/average from survey
proposed salaries
percentage increase

The step salaries realign all salaries so that they are closer to the results of the survey, although the EO, PA and APA will still be below market
There is also little overlap between the positions, with only Step 1 and Step 5 of the position immediately being the same from Policy Analyst to Clerk
The Commission Clerk schedule aligned to the market well, so no adjustments to the salary for this position is recommended