

## 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
	<b>\$51.86</b>	<b>\$107,878</b>	<b>\$54.46</b>	<b>\$113,272</b>	<b>\$57.18</b>	<b>\$118,935</b>	<b>\$60.04</b>	<b>\$124,882</b>	<b>\$63.04</b>	<b>\$131,126</b>
	<b>\$44.61</b>	<b>\$92,787</b>	<b>\$46.84</b>	<b>\$97,426</b>	<b>\$49.18</b>	<b>\$102,298</b>	<b>\$51.64</b>	<b>\$107,413</b>	<b>\$54.22</b>	<b>\$112,783</b>
	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
	<b>\$36.71</b>	<b>\$76,366</b>	<b>\$38.55</b>	<b>\$80,184</b>	<b>\$40.48</b>	<b>\$84,194</b>	<b>\$42.50</b>	<b>\$88,403</b>	<b>\$44.63</b>	<b>\$92,823</b>
	<b>\$36.70</b>	<b>\$76,336</b>	<b>\$38.54</b>	<b>\$80,153</b>	<b>\$40.46</b>	<b>\$84,160</b>	<b>\$42.48</b>	<b>\$88,368</b>	<b>\$44.61</b>	<b>\$92,787</b>
	23%								23%	
Policy Analyst	\$22.71	\$47,237	\$23.85	\$49,608	\$25.05	\$52,104	\$26.30	\$54,704	\$28.31	\$58,885
	<b>\$33.72</b>	<b>\$70,132</b>	<b>\$35.40</b>	<b>\$73,639</b>	<b>\$37.17</b>	<b>\$77,321</b>	<b>\$39.03</b>	<b>\$81,187</b>	<b>\$40.98</b>	<b>\$85,246</b>
	<b>\$30.19</b>	<b>\$62,802</b>	<b>\$31.70</b>	<b>\$65,942</b>	<b>\$33.29</b>	<b>\$69,239</b>	<b>\$34.95</b>	<b>\$72,701</b>	<b>\$36.70</b>	<b>\$76,336</b>
	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
	<b>\$30.49</b>	<b>\$63,426</b>	<b>\$32.02</b>	<b>\$66,597</b>	<b>\$33.62</b>	<b>\$69,927</b>	<b>\$35.30</b>	<b>\$73,424</b>	<b>\$37.06</b>	<b>\$77,095</b>
	<b>\$24.84</b>	<b>\$51,667</b>	<b>\$26.08</b>	<b>\$54,251</b>	<b>\$27.39</b>	<b>\$56,963</b>	<b>\$28.76</b>	<b>\$59,811</b>	<b>\$30.19</b>	<b>\$62,802</b>
	16%								21%	
Commission Clerk	\$20.44	\$42,515	\$21.46	\$44,637	\$22.54	\$46,883	\$23.66	\$49,213	\$24.84	\$51,667
	<b>\$19.60</b>	<b>\$40,764</b>	<b>\$20.58</b>	<b>\$42,802</b>	<b>\$21.61</b>	<b>\$44,942</b>	<b>\$22.69</b>	<b>\$47,189</b>	<b>\$23.82</b>	<b>\$49,548</b>
	<b>\$20.44</b>	<b>\$42,515</b>	<b>\$21.46</b>	<b>\$44,641</b>	<b>\$22.53</b>	<b>\$46,873</b>	<b>\$23.66</b>	<b>\$49,216</b>	<b>\$24.84</b>	<b>\$51,677</b>
Administrative Assistant	\$16.06	\$16,702	\$16.86	\$17,534	\$17.70	\$18,408	\$18.58	\$19,323	\$19.99	\$20,790
	<b>\$19.00</b>	<b>\$19,760</b>	<b>\$19.95</b>	<b>\$20,747</b>	<b>\$20.95</b>	<b>\$21,785</b>	<b>\$21.99</b>	<b>\$22,874</b>	<b>\$23.09</b>	<b>\$24,018</b>
	<b>\$18.27</b>	<b>\$19,000</b>	<b>\$19.18</b>	<b>\$19,950</b>	<b>\$20.14</b>	<b>\$20,948</b>	<b>\$21.15</b>	<b>\$21,995</b>	<b>\$22.21</b>	<b>\$23,095</b>
	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