

## Attachment 3

PROPOSED					
Administrative Support Salary Ranges					
Pay Range	Min	25th Pctl	Mid	75th Pctl	Max
A001	\$ 13,833	\$ 15,217	\$ 16,600	\$ 17,983	\$ 19,367
A002	\$ 14,663	\$ 16,130	\$ 17,596	\$ 19,062	\$ 20,529
A003	\$ 15,543	\$ 17,097	\$ 18,652	\$ 20,206	\$ 21,760
A004	\$ 16,476	\$ 18,123	\$ 19,771	\$ 21,418	\$ 23,066
A005	\$ 17,464	\$ 19,211	\$ 20,957	\$ 22,704	\$ 24,450
A006	\$ 18,512	\$ 20,363	\$ 22,215	\$ 24,066	\$ 25,917
<b>*A007</b>	<b>\$ 19,623</b>	<b>\$ 21,585</b>	<b>\$ 23,547</b>	<b>\$ 25,510</b>	<b>\$ 27,472</b>
A008	\$ 20,800	\$ 22,880	\$ 24,960	\$ 27,040	\$ 29,120
A009	\$ 22,048	\$ 24,253	\$ 26,458	\$ 28,663	\$ 30,868
A010	\$ 23,371	\$ 25,708	\$ 28,045	\$ 30,382	\$ 32,720
A011	\$ 24,773	\$ 27,251	\$ 29,728	\$ 32,205	\$ 34,683
A012	\$ 26,260	\$ 28,886	\$ 31,512	\$ 34,138	\$ 36,764
A013	\$ 27,835	\$ 30,619	\$ 33,402	\$ 36,186	\$ 38,970
A014	\$ 29,506	\$ 32,456	\$ 35,407	\$ 38,357	\$ 41,308
A015	\$ 31,276	\$ 34,403	\$ 37,531	\$ 40,659	\$ 43,786
A016	\$ 33,152	\$ 36,468	\$ 39,783	\$ 43,098	\$ 46,413
A017	\$ 35,142	\$ 38,656	\$ 42,170	\$ 45,684	\$ 49,198
A018	\$ 37,250	\$ 40,975	\$ 44,700	\$ 48,425	\$ 52,150
A019	\$ 39,485	\$ 43,434	\$ 47,382	\$ 51,331	\$ 55,279
A020	\$ 41,854	\$ 46,040	\$ 50,225	\$ 54,410	\$ 58,596
A021	\$ 44,365	\$ 48,802	\$ 53,238	\$ 57,675	\$ 62,112
A022	\$ 47,027	\$ 51,730	\$ 56,433	\$ 61,135	\$ 65,838
A023	\$ 49,849	\$ 54,834	\$ 59,819	\$ 64,804	\$ 69,789
A024	\$ 52,840	\$ 58,124	\$ 63,408	\$ 68,692	\$ 73,976

Seasonal Workers
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<b>*Living Wage</b>
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<b>PROPOSED</b>					
<b>Professionals Salary Ranges</b>					
<b>Pay Range</b>	<b>Min</b>	<b>25th Pctl</b>	<b>Mid</b>	<b>75th Pctl</b>	<b>Max</b>
P001	\$ 25,714	\$ 28,607	\$ 31,500	\$ 34,393	\$ 37,286
P002	\$ 27,771	\$ 30,896	\$ 34,020	\$ 37,144	\$ 40,269
P003	\$ 29,993	\$ 33,367	\$ 36,742	\$ 40,116	\$ 43,490
P004	\$ 32,393	\$ 36,037	\$ 39,681	\$ 43,325	\$ 46,969
P005	\$ 34,984	\$ 38,920	\$ 42,855	\$ 46,791	\$ 50,727
P006	\$ 37,783	\$ 42,033	\$ 46,284	\$ 50,534	\$ 54,785
P007	\$ 40,805	\$ 45,396	\$ 49,987	\$ 54,577	\$ 59,168
P008	\$ 44,070	\$ 49,028	\$ 53,985	\$ 58,943	\$ 63,901
P009	\$ 47,595	\$ 52,950	\$ 58,304	\$ 63,659	\$ 69,013
P010	\$ 51,403	\$ 57,186	\$ 62,969	\$ 68,751	\$ 74,534
P011	\$ 55,515	\$ 61,761	\$ 68,006	\$ 74,252	\$ 80,497
P012	\$ 59,956	\$ 66,702	\$ 73,447	\$ 80,192	\$ 86,937
P013	\$ 64,753	\$ 72,038	\$ 79,322	\$ 86,607	\$ 93,892
P014	\$ 69,933	\$ 77,801	\$ 85,668	\$ 93,536	\$ 101,403
P015	\$ 75,528	\$ 84,025	\$ 92,522	\$ 101,018	\$ 109,515
P016	\$ 81,570	\$ 90,747	\$ 99,923	\$ 109,100	\$ 118,277
P017	\$ 88,096	\$ 98,006	\$ 107,917	\$ 117,828	\$ 127,739
P018	\$ 95,143	\$ 105,847	\$ 116,551	\$ 127,254	\$ 137,958
P019	\$ 102,755	\$ 114,315	\$ 125,875	\$ 137,435	\$ 148,994
P020	\$ 110,975	\$ 123,460	\$ 135,945	\$ 148,429	\$ 160,914
P021	\$ 119,853	\$ 133,337	\$ 146,820	\$ 160,304	\$ 173,787
P022	\$ 129,441	\$ 144,004	\$ 158,566	\$ 173,128	\$ 187,690
P023	\$ 139,797	\$ 155,524	\$ 171,251	\$ 186,978	\$ 202,705
P024	\$ 150,980	\$ 167,966	\$ 184,951	\$ 201,936	\$ 218,922
P025	\$ 163,059	\$ 181,403	\$ 199,747	\$ 218,091	\$ 236,435
P026	\$ 176,104	\$ 195,915	\$ 215,727	\$ 235,539	\$ 255,350
P027	\$ 190,192	\$ 211,589	\$ 232,985	\$ 254,382	\$ 275,778
N001	\$ 53,126	\$ 59,767	\$ 66,408	\$ 73,049	\$ 79,690
L001	\$ 50,237	\$ 65,936	\$ 81,635	\$ 97,334	\$ 113,033

## Attachment 3

<b>PROPOSED</b>					
<b>Managers/Supervisors Salary Ranges</b>					
<b>Pay Range</b>	<b>Min</b>	<b>25th Pctl</b>	<b>Mid</b>	<b>75th Pctl</b>	<b>Max</b>
<b>M001</b>	\$ 30,400	\$ 34,200	\$ 38,000	\$ 41,800	\$ 45,600
<b>M002</b>	\$ 32,832	\$ 36,936	\$ 41,040	\$ 45,144	\$ 49,248
<b>M003</b>	\$ 35,459	\$ 39,891	\$ 44,323	\$ 48,756	\$ 53,188
<b>M004</b>	\$ 38,295	\$ 43,082	\$ 47,869	\$ 52,656	\$ 57,443
<b>M005</b>	\$ 41,359	\$ 46,529	\$ 51,699	\$ 56,868	\$ 62,038
<b>M006</b>	\$ 44,668	\$ 50,251	\$ 55,834	\$ 61,418	\$ 67,001
<b>M007</b>	\$ 48,241	\$ 54,271	\$ 60,301	\$ 66,331	\$ 72,361
<b>M008</b>	\$ 52,100	\$ 58,613	\$ 65,125	\$ 71,638	\$ 78,150
<b>M009</b>	\$ 56,268	\$ 63,302	\$ 70,335	\$ 77,369	\$ 84,402
<b>M010</b>	\$ 60,770	\$ 68,366	\$ 75,962	\$ 83,558	\$ 91,155
<b>M011</b>	\$ 65,631	\$ 73,835	\$ 82,039	\$ 90,243	\$ 98,447
<b>M012</b>	\$ 70,882	\$ 79,742	\$ 88,602	\$ 97,463	\$ 106,323
<b>M013</b>	\$ 76,552	\$ 86,121	\$ 95,690	\$ 105,260	\$ 114,829
<b>M014</b>	\$ 82,677	\$ 93,011	\$ 103,346	\$ 113,680	\$ 124,015
<b>M015</b>	\$ 89,291	\$ 100,452	\$ 111,613	\$ 122,775	\$ 133,936
<b>M016</b>	\$ 96,434	\$ 108,488	\$ 120,542	\$ 132,597	\$ 144,651
<b>M017</b>	\$ 104,149	\$ 117,167	\$ 130,186	\$ 143,204	\$ 156,223
<b>M018</b>	\$ 112,481	\$ 126,541	\$ 140,601	\$ 154,661	\$ 168,721
<b>M019</b>	\$ 121,479	\$ 136,664	\$ 151,849	\$ 167,034	\$ 182,218
<b>M020</b>	\$ 131,197	\$ 147,597	\$ 163,997	\$ 180,396	\$ 196,796

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<b>PROPOSED</b>					
<b>Executive/Director Salary Ranges</b>					
<b>Pay Range</b>	<b>Min</b>	<b>25th Pctl</b>	<b>Mid</b>	<b>75th Pctl</b>	<b>Max</b>
<b>E001</b>	\$ 61,287	\$ 69,714	\$ 78,141	\$ 86,568	\$ 94,995
<b>E002</b>	\$ 67,416	\$ 76,685	\$ 85,955	\$ 95,225	\$ 104,494
<b>E003</b>	\$ 74,157	\$ 84,354	\$ 94,551	\$ 104,747	\$ 114,944
<b>E004</b>	\$ 81,573	\$ 92,789	\$ 104,006	\$ 115,222	\$ 126,438
<b>E005</b>	\$ 89,730	\$ 102,068	\$ 114,406	\$ 126,744	\$ 139,082
<b>E006</b>	\$ 98,703	\$ 112,275	\$ 125,847	\$ 139,419	\$ 152,990
<b>E007</b>	\$ 108,574	\$ 123,503	\$ 138,432	\$ 153,360	\$ 168,289
<b>E008</b>	\$ 119,431	\$ 135,853	\$ 152,275	\$ 168,696	\$ 185,118
<b>E009</b>	\$ 131,374	\$ 149,438	\$ 167,502	\$ 185,566	\$ 203,630
<b>E010</b>	\$ 144,512	\$ 164,382	\$ 184,252	\$ 204,123	\$ 223,993
<b>E011</b>	\$ 158,963	\$ 180,820	\$ 202,678	\$ 224,535	\$ 246,392
<b>E012</b>	\$ 174,859	\$ 198,902	\$ 222,945	\$ 246,989	\$ 271,032
<b>E013</b>	\$ 192,345	\$ 218,792	\$ 245,240	\$ 271,687	\$ 298,135
<b>E014</b>	\$ 211,580	\$ 240,672	\$ 269,764	\$ 298,856	\$ 327,948

The pay ranges above are generally used for Unclassified positions