

# Wage Scales

## ADMINISTRATIVE STAFF

7/1/22 - 6/30/23 (↑5.0%)

**Nonexempt:**

<b>STEPS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>
<b>Office Support Specialist</b>						
Hourly rate	23.07	24.22	25.73	26.70	28.03	29.43
Monthly rate	3,998	4,198	4,408	4,628	4,859	5,102
<b>Technology and Facilities Specialist</b>						
Hourly rate	29.53	31.00	32.56	34.18	35.89	37.68
Monthly rate	5,118	5,374	5,643	5,925	6,221	6,532
<b>CAD Specialist</b>						
Hourly rate	31.00	32.56	34.18	35.89	37.68	39.57
Monthly rate	5,374	5,643	5,925	6,221	6,532	6,859
<b>Training &amp; Cert. Coordinator</b>						
Hourly rate	32.17	33.78	35.47	37.24	39.10	41.06
Monthly rate	5,576	5,855	6,148	6,455	6,778	7,117
<b>Overtime-exempt:</b>						
<b>STEPS</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>
<b>Operations Manager</b>						
<b>Chief Financial Officer</b>						
<b>Technical Manager</b>						
	6,030	6,332	6,649	6,981	7,330	7,697

**HOURLY RATE: Step divided by 173.334**

Increment between steps is 5%, applied to prior step

Sick leave roll-in to PERS is capped at 1040 hours credit

Longevity incentive of 2.5% of base wage at completion of years service (i.e. 10 years 2.5%, 15 years 5.0%, 20 years 7.5%, etc.)

3% DPSST Intermediate plus 3% for DPSST Advanced certification of base wages for Administrative positions qualified to work as a Communications Specialist

6% of base wages for Bachelor Degree in applicable area of study for the Technical Manager position

HRA contribution of 2.5% of top step Communications Specialist wage scale plus \$20/month

Deferred Compensation employer paid match of up to 2% of monthly base salary plus incentives

\$100/month communications technology stipend for the overtime exempt positions of Operations and Technical Managers

Executive Director's compensation package is per negotiated contract