

**CAL POLY POMONA FOUNDATION, INC.**  
**PERSONNEL COMMITTEE**  
**Friday, September 22, 2023**  
**1:00 p.m. – 2:00 p.m.**  
<https://cpp.zoom.us/j/86818684719>  
**Meeting ID: 868 1868 4719**  
**AGENDA**

Committee Chair: Dr. Phyllis Nelson

Committee members: Kimberly G. Allain, Mayra Brown, April Jimenez-Valadez, Dr. Homeyra Sadaghiani, Dr. Martin Sancho-Madriz, Dr. Maryann Tolano-Leveque

Staff: Claudia Burciaga-Ramos, Jared Ceja, Ernest Diaz, Shari Benson (Committee Liaison)

**I. ACKNOWLEDGEMENT OF MEMBERS OF THE PUBLIC**

Who may or may not be commenting on a specific item or making a general comment.

**II. CONSENT ACTION ITEMS**

*Items in this section are considered to be routine and acted on by the committee in one motion. Each item of the Consent agenda approved by the committee shall be deemed to have been considered in full and adopted as recommended. Any committee member may request that a consent item be removed from the consent agenda to be considered as a separate action item. If no additional information is requested, the approval vote will be taken without discussion. An "A" distinguishes items requiring approval.*

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<b>VIII. <u>ADJOURNMENT</u></b>		Dr. Phyllis Nelson

**CAL POLY POMONA FOUNDATION, INC.  
PERSONNEL COMMITTEE  
Wednesday, May 17, 2023 at 1:00 p.m.**



**Minutes**

Notice is hereby given that a regular meeting of the Personnel Committee was held by video conference/teleconference on Wednesday May 17, 2023 at 1:00 pm to discuss matters on the posted agenda. The meeting notice in its entirety was posted on the internet at: <https://foundation.cpp.edu/meetingpackets.aspx#ftab5>

**Present:** Christina Gonzales, April Jimenez-Valadez, Dr. Phyllis Nelson, Deborah Goman, Dr. Nicholas Von Glahn

**Absent:** Kimberly G. Allain, Oliver Santos

**Staff:** Shari Benson, Claudia Burciaga-Ramos, Jared Ceja, Lisa Coats

**CALL TO ORDER**

Chair Christina Gonzalez called the meeting to order at 1:05 pm

**CONSENSUS ACTION ITEMS**

1. Approval of Minutes – December 6, 2022  
A motion was made by Deborah Goman and seconded by Dr. Phyllis Nelson to approve the December 6, 2022 minutes; no opposition, the minutes were approved.

**GENERAL UPDATES**

2. CEO's Report  
Jared Ceja mentioned the Foundation was awarded the DBA "doing business as" Cal Poly Pomona Enterprises, the legal name of "Cal Poly Pomona Foundation" remains to be used on contracts, legal documents, and more. The San Gabriel Valley newspapers which includes the Pasadena Star News, San Gabriel Valley Tribune and the Whittier Daily News awarded the 2023 Readers Choice Awards to IBW, Farm Store, KW, University Village and the Kellogg House. As with last year, a Summer Job Fair is planned, this year for Saturday July 15th. There is hope to hire 250 plus students and part-timers for numerous divisions throughout the company due to 390 of our students' workers graduating this year. Jared reported that the Enterprises has lost several employees to the state side and private institutions for great opportunities and growth, sharing statistics from the campus on retention/recruitment and comparing them to our numbers. Jared reported Leadership and staff have spent some time reinforcing core values. A survey went out to Enterprises employees with the question "What do you do in your work life to display the value of Inclusivity and Integrity?" The responses were covered at the Town Hall meeting following the survey. There was an activity asking "what can we do better when it comes to our values?" We are still collecting those responses; our goal is to continue to work thru the various values that we have so that they are at the forefront. Additionally, the first Cohort of our Advanced Leadership Training had 16 participants; there were MBA style learning components and hands-on projects that the group worked on.

**INFORMATION & DISCUSSION ITEMS** – None

**ACTION ITEMS**

**3. Compensation/Benefits Budget Assumptions**

Jared mentioned that at the last Board meeting that during the budget year there will be several key expenses associated with the overall cost of labor. The assumptions for the 2023-24 budget year:

- Educational Reimbursement/Development: \$44,000
- Minimum Wage Increase (est. \$.50 on 1/1/24): \$280,512
- Annual Wage Increase (up to 5.5% pool) \* \$662,000
- CalPERS Pension Plan (total): \$1,868,099 (22/23 was \$1,961,435)
  - o Normal Cost for all three plans: \$986,221
  - o UAL payment for all three plans: \$881,878
- VEBA Contribution: \$0
- Flex Dollar (Parking, FSA, Meal Pts) \$98,000

The proposed budget has a net surplus of \$2.1M before contributions are made to the reserves. This includes all of the expense items above other than any potential VEBA contribution.

The annual employee wage increase pool for staff of 5.5% (3.5% + 2% merit) was based on comparability with compensation increases provided to University staff (last year's pool was lower than that of the University), Comparability with compensation increases at similar CSU auxiliaries (Cal Poly Corporation, CSU Fullerton Auxiliary Services Corp., Forty-Niner Shops at CSULB, University Corporation at CSUN, University Enterprises Corporation at CSUSB), Inflation (US Bureau of Labor Statistics CPI, Los Angeles area) and comparability with compensation of employment markets for like positions.

A motion and second to approve was offered by Dr. Phyllis Nelson and April Jimenez-Valadez that the Personnel Committee has reviewed and approved the Compensation/Benefits Budget Assumptions for 2023/2024 for consideration by the Board of Directors at the next regularly scheduled meeting and that upon approval of this resolution by the Board of Directors, the Executive Director/CEO and Director – Human Resources/CHRO are authorized and directed to take any appropriate action necessary to implement this Resolution; no opposition, the motion was approved.

#### **4. PARS Conversion**

Shari Benson described the PARS Vacation/Sick Leave Conversion Program provides eligible employees a supplemental retirement plan as part of the overall company benefits program. It allows eligible employees to convert a portion of unused leave balances to cash and then contribute those funds directly into the employees PARS 457(b) individual account. Participation is fully elective by an eligible employee and the option to convert occurs on an annual basis. A regular, full-time benefited employee is eligible to participate in the Conversion Program once they have completed at least 4 years of full-time service. The annual renewal of this employee benefit is designed to ensure that the financial obligations of the organization are being met prior to Board approval. The annual forecast for 2022-2023 currently shows a net surplus of \$8 million after all annual financial obligations are paid. This compares to \$275,791 in estimated eligible contributions for June 2023. However, based on historical participation and conversion levels, a realistic forecast of conversion is \$168,232. Any converted vacation will not result in an additional expense as those balances have already been accrued. Eligible employees were invited to an online training session on May 15, 2023 delivered by representatives from John Hancock and PARS to learn about the advantages and disadvantages of converting leave with the program, along with investment information.

A motion was made by Deborah Goman and April Jimenez-Valadez that the Personnel Committee approve the annual renewal of the PARS Vacation/Sick Leave Conversion Program and that it be forwarded to the Board of Directors for consideration at the next regularly scheduled meeting. The motion was passed unanimously.

#### **5. Foundation Longevity Pay Plan Contribution**

Jared Ceja reviewed he details of the Longevity Pay Plan Eligible Contribution – Participants Deferred Compensation Account in detail. This is an employee benefit that took effect as a replacement for the discontinued lifetime medical benefit. The committee is asked to approve forwarding to the Board the resolution to fund this benefit in the amount of \$34,572.99 for the retirement accounts of the 17 currently eligible individuals, this fulfilling the Foundation's benefit obligation.

A motion was made by April Jimenez-Valadez and Deborah Goman that the Personnel Committee approve funding the Longevity Pay Plan as presented and forwarding the resolution to the Board of Directors for consideration at the next regularly scheduled meeting. Upon approval of this resolution by the Board of Directors, the Executive Director/CEO and Director - Human Resources/CHRO are authorized and directed to take any and all action as may be necessary to effectuate this Resolution. The motion was passed unanimously.

#### **6. Job Title List Update for CalPERS**

Shari Benson stated that each year, Management reviews job titles and grades. This information is then submitted to Cal-PERS for position tracking. New positions have been added while obsolete titles were removed. All compensation ranges were previously approved by the Board of Directors.

Moved and seconded by Dr. Phyllis Nelson and April Jimenez-Valadez that the Personnel Committee has reviewed and approved the Annual Update to Position List for CalPERS, as presented, for consideration by the Board of Directors at the next regularly scheduled meeting and that upon approval of this resolution by the Board of Directors, the CEO and CHRO are authorized and directed to take any appropriate action necessary to implement this Resolution. The motion was approved unanimously.

#### **7. Employee Handbook Updates**

Shari Benson mentioned that periodically, Management and the Human Resources Department review and update the Cal Poly Pomona Enterprises Employee Handbook to account for changes in law, policy, practice, and other circumstances. The last update became effective March, 2022. While most changes to the updated Employee Handbook are minor, all updates may be found in the proposed version. Significant changes were discussed in greater detail during. They include recognition of the recently acquired Cal Poly Pomona Enterprises DBA, clarification of Bereavement Leave, and the inclusion of a Designated Person where required by California law. The Board approved final version will be available on our website for use by current and incoming employees.

Moved and seconded by Deborah Goman and April Jimenez-Valadez that the Personnel Committee has reviewed and recommends Board approval for the updates to the Cal Poly Pomona Enterprises Employee Handbook as presented and that upon approval of this resolution by the Board of Directors, the CEO and CHRO are authorized and directed to take any and all action as may be necessary to effectuate this Resolution and make the revised Cal Poly Pomona Enterprises Employee Handbook available to all employees.

**OPEN FORUM**

Jared spoke briefly of the current open positions and the difficulty of competitive hiring; Shari mentioned Angela Cameron a new Human Resources Manager will be starting on May 30<sup>th</sup>, and a new full day orientation program is going to be implemented starting in August.

**ADJOURNMENT**

The meeting was adjourned at 1:43 p.m.

Respectfully submitted,

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Christina Gonzalez, Chair  
Personnel Committee

CAL POLY POMONA  
**ENTERPRISES**

**CEO's Report**

September 22, 2023

Personnel Committee

# Agenda

- ▶ New KW General Manager
- ▶ New EH&S Support
- ▶ SB-640 update
- ▶ Dining minimum wage impacts
- ▶ Instant Access Complete Initial Results
- ▶ Advanced Leadership Training cohort #2

## 2023-2024

### Personnel Committee Meetings

#### Committee members:

1. Dr. Phyllis Nelson, Chair
2. April Jimenez-Valadez
3. Maryann Tolano-Leveque
4. Mayra Brown
5. Dr. Homeyra Sadaghiani
6. Dr. Martin Sancho-Madriz
7. TBA Student
8. Kimberly G. Allain

<b>Meets 1<sup>st</sup>, 3<sup>rd</sup>, &amp; 4<sup>th</sup> Quarter (September, February &amp; May)</b>
<b>Committee Meeting</b> Friday, September 22, 2023 1 pm – 2:30 pm Zoom
<b>Committee Meeting</b> Friday, February 16, 2024 1 p.m. – 2:30 p.m. Zoom
<b>Committee Meeting</b> Wednesday, May 15, 2024 2:00 p.m. – 3:30 p.m. Zoom



# Job Fair 2023 Update

Saturday, July 19th



# STATS

- ❖ Total # of interviews: 411 versus 296 last year
- ❖ Total Hires: 225 versus 150 last year
  
- ❖ Reconfigured New Hire Orientation for in-person
  - ❖ Required attendance for all new hires
  - ❖ Provided better understanding and buy-in from new hires

# Memorandum



Date: September 22, 2023  
To: Personnel Committee  
From: Shari Benson, Chief Human Resources Officer  
Attached: 2024 Proposed Benefits Structure  
**Subject: ANNUAL 2024 BENEFITS RENEWAL**

The benefit renewal for 2024 is more than anticipated, specifically due to increases in our Kaiser plan. The Kaiser renewal is at an 11% increase despite an adjustment in co-payments from \$20 to \$30. However, with increases in other benefits coming in within budget (United Healthcare, Dental, Vision and fees), the actual increase is 2.47% above the 5% scheduled increase. This results in costs approximately \$75,200 higher than was included in the approved 23/24 Budget. Management is actively working to absorb those added costs elsewhere within the budget.

Additionally, the organization currently has approximately three employees that qualify for partial medical, dental, and vision benefits. For those roughly 32-hours per week employees, benefits will be prorated at 80% other than our most affordable plan which will be built to comply with ACA guidelines. United Health is considered our affordable plan under ACA where the mandated 8.39% maximum employee contribution for medical is taken into consideration.

## **PROPOSED ACTION:**

Management recommends the following resolution for approval:

**BE IT RESOLVED** that the Personnel Committee approves the 2024 Benefits Renewal, including a total increase of 7.47% (2.47% above budget) and update to the rate structure, be forwarded to the Board of Directors at the next scheduled meeting.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Human Resources Officer is authorized and directed to take any and all action as may be necessary to effectuate this Resolution.

**PASSED AND ADOPTED THIS 22th DAY OF September 2023.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee

2024 Proposed Benefits Structure (Medical)

**MEDICAL PLANS**

<b>UHC (Affordable Plan)</b>									
# HRs	Rate	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)	Meet ACA Safe Harbor
	<b>EE Only</b>								
40 hours	\$ 644.00		\$ -		\$ -	\$ 644.00	\$ 644.00		Y
Target 32 hrs	\$ 644.00	\$ 54.03	\$ -		\$ 54.03	\$ 589.97	\$ 644.00	\$ 27.02	Y
	<b>EE+1</b>								
40 hours	\$ 1,289.00		\$ -		\$ -	\$ 1,289.00	\$ 1,289.00		Y
Target 32 hrs	\$ 1,289.00	\$ 54.03	\$ 54.03	\$ 183.03	\$ 237.06	\$ 1,051.94	\$ 1,289.00	\$ 118.53	Y
	<b>EE+Family</b>								
40 hours	\$ 1,825.00		\$ -		\$ -	\$ 1,825.00	\$ 1,825.00		Y
Target 32 hrs	\$ 1,825.00	\$ 54.03	\$ 54.03	\$ 290.23	\$ 344.26	\$ 1,480.74	\$ 1,825.00	\$ 172.13	Y

<b>KAISER</b>									
# HRs	Rate	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)	Meet ACA Safe Harbor
	<b>EE Only</b>								
40 hours	\$ 703.00	N/A	\$ -		\$ -	\$ 703.00	\$ 703.00		N/A
Target 32 hrs	\$ 703.00	N/A	\$ 140.60		\$ 140.60	\$ 562.40	\$ 703.00	\$ 70.30	N/A
	<b>EE+1</b>								
40 hours	\$ 1,406.00	N/A	\$ -		\$ -	\$ 1,406.00	\$ 1,406.00		N/A
Target 32 hrs	\$ 1,406.00	N/A	\$ 281.20		\$ 281.20	\$ 1,124.80	\$ 1,406.00	\$ 140.60	N/A
	<b>EE+Family</b>								
40 hours	\$ 1,989.00	N/A	\$ -		\$ -	\$ 1,989.00	\$ 1,989.00		N/A
Target 32 hrs	\$ 1,989.00	N/A	\$ 397.80		\$ 397.80	\$ 1,591.20	\$ 1,989.00	\$ 198.90	N/A

**UHC/UMR PPO (Buy Up Plan)**

# HRs	Rate	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)	Meet ACA Safe Harbor
EE Only	\$ 1,243.00	N/A	\$ 599.00		\$ 599.00	\$ 644.00	\$ 1,243.00	\$ 299.50	N/A
EE+1	\$ 2,476.00	N/A	\$ 1,187.00		\$ 1,187.00	\$ 1,289.00	\$ 2,476.00	\$ 593.50	N/A
EE+Family	\$ 3,500.00	N/A	\$ 1,675.00		\$ 1,675.00	\$ 1,825.00	\$ 3,500.00	\$ 837.50	N/A

**2024 Proposed Benefits Structure (Other)**

**DENTAL**

**UMR (United Healthcare)**

# HRs	Rate	Employee Share	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)
# HRs	<b>EE Only</b>								
40	\$ 49.43	\$ -	N/A			\$ -	\$ 49.43	\$ 49.43	\$ -
Target 32 hrs	\$ 49.43	\$ 9.89	N/A		N/A	\$ 9.89	\$ 39.54	\$ 49.43	\$ 4.94
	<b>EE+1</b>								
40	\$ 85.30	\$ -	N/A			\$ -	\$ 85.30	\$ 85.30	\$ -
Target 32 hrs	\$ 85.30	\$ 17.06	N/A		N/A	\$ 17.06	\$ 68.24	\$ 85.30	\$ 8.53
	<b>EE+Family</b>								
40	\$ 129.15	\$ -	N/A					\$ 129.15	\$ -
Target 32 hrs	\$ 129.15	\$ 103.32	N/A		N/A		\$ 103.32	\$ 129.15	\$ 12.92

CIGNA									
# HRs	Rate	Employee Share	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)
# HRs	EE Only								
40	\$ 22.75	\$ -	N/A			\$ -	\$ 22.75	\$ 22.75	\$ -
Target 32 hrs	\$ 22.75	\$ 4.55	N/A		N/A	\$ 4.55	\$ 18.20	\$ 22.75	\$ 4.94
	EE+1								
40	\$ 36.94	\$ -	N/A			\$ -	\$ 36.94	\$ 36.94	\$ -
Target 32 hrs	\$ 36.94	\$ 7.39	N/A		N/A	\$ 7.39	\$ 29.55	\$ 36.94	\$ 4.94
	EE+Family								
40	\$ 51.22	\$ -	N/A				\$ 51.22	\$ 51.22	\$ -
Target 32 hrs	\$ 51.22	\$ 10.24	N/A		N/A	\$ 10.24	\$ 40.98	\$ 51.22	\$ 4.94

VISION									
# HRs	Rate	Employee Share	ACA Safe Harbor	EE Share	Add Members	Total for EE	Co Share	Total	Each Payroll (24)
# HRs	EE Only								
40	\$ 9.27	\$ -	N/A	\$ -	\$ -		\$ 9.27	\$ 9.27	\$ -
Target 32 hrs	\$ 9.27	\$ 1.85	N/A			\$ 1.85	\$ 7.42	\$ 9.27	\$ 0.93
	EE+1								
40	\$ 14.41	\$ -	N/A			\$ -	\$ 14.41	\$ 14.41	\$ -
Target 32 hrs	\$ 14.41	\$ 2.88	N/A			\$ 2.88	\$ 11.53	\$ 14.41	\$ 1.44
	EE+Family								
40	\$ 22.86	\$ -	N/A				\$ 22.86	\$ 22.86	\$ -
Target 32 hrs	\$ 22.86	\$ 4.57	N/A			\$ 4.57	\$ 18.29	\$ 22.86	\$ 2.29

FLEX DOLLARS													
# HRs								Monthly Payout					
40	\$	70.00	N/A			\$	-	\$	70.00	\$	70.00	\$	-
Target 32 hrs	\$	70.00	N/A			\$	-	\$	56.00	\$	56.00	\$	-

OPT OUT													
# HRs								Monthly Payout					
<i>Medical &amp; Dental</i>													
40	\$	140.00	N/A			\$	-	\$	140.00	\$	140.00	\$	-
Target 32 hrs	\$	140.00	N/A			\$	-	\$	112.00	\$	112.00	\$	-
<i>Medical Only</i>													
40	\$	128.00	N/A			\$	-	\$	128.00	\$	128.00	\$	-
Target 32 hrs	\$	128.00	N/A			\$	-	\$	102.40	\$	102.40	\$	-
<i>Dental Only</i>													
40	\$	12.00	N/A			\$	-	\$	12.00	\$	12.00	\$	-
Target 32 hrs	\$	12.00	N/A			\$	-	\$	9.60	\$	9.60	\$	-

# Memorandum



Date: September 22, 2023  
To: Personnel Committee  
Cal Poly Pomona Foundation, Inc.  
From: Shari Benson, CHRO  
Subject: **Holiday Schedule for 2024**

Attachment: Holiday Calendar 2024

Each year the Foundation's Holiday Calendar closely mirrors that of the University. This method has proven effective as the demand for most of our services are reliant upon campus foot traffic. One minor variation on the schedule involves continuing the practice of designating a Foundation Holiday in place of the day granted by the Governor and CPP President to state-side employees.

This resolution calls for approval of the 2024 Holiday Calendar.

## **PROPOSED ACTION:**

Management recommends the following resolution for approval:

**RESOLVED**, that the Personnel Committee of the Board of Directors approves the Holiday Calendar 2024, as presented, to be forwarded the full Board of Directors at their next scheduled meeting.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Executive Officer and Chief Human Resources Officer are authorized and directed to take any and all action as may be necessary to effectuate this Resolution.

**PASSED AND ADOPTED THIS 22nd DAY OF SEPTEMBER 2023.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee

# HOLIDAY CALENDAR 2024

MONTH	DATE	DAY	HOLIDAY
January	01	Monday	New Year's Day
January	15	Monday	Martin Luther King, Jr. Day (Holiday Observed)
April	01	Monday	Cesar Chavez Day (Holiday Observed)
May	27	Monday	Memorial Day
June	19	Wednesday	Juneteenth
July	04	Thursday	Independence Day
September	02	Monday	Labor Day
November	11	Monday	Veteran's Day
November	28	Thursday	Thanksgiving Day
November	29	Friday	Foundation Holiday
December	24	Tuesday	Foundation Holiday
December	25	Wednesday	Christmas Day
December	26	Thursday	Foundation Holiday
December	27	Friday	Foundation Holiday
December	30	Monday	Foundation Holiday
December	31	Tuesday	Campus Closed (Use Personal Holiday or Vacation Hours)
January	01	Wednesday	New Year's Day 2024



# Memorandum

Date: September 22, 2023  
To: Personnel Committee  
From: Jared Ceja – Chief Executive Officer  
Shari Benson – Chief Human Resources Officer  
Subject: **Scale Grade Ranges Effective 1-1-2024**  
Attachment: Salary Range Data



Each year Management reviews its compensation policies and practices. An essential tool used in compensation administration is a current, relevant, and accurate salary scale.

Effective January 1, 2024 the minimum wage for hourly employees will be \$16.00/hr. California law also calls for minimum exempt position pay of \$66,560/yr. Management is requesting updates to the salary scale by increasing grades 7 and 11 to account for these new minimums, along with the subsequent formulaic updates to the other grades. These changes are necessary to help ensure our salaries are consistent with current wage orders and aligned with the market while mitigating the long-term effects of salary compression. These updates also support Foundation's requirement to meet comparability standards with the University.

This information will be posted on Foundation's website, which offers transparency related to wages for positions, and to meet the California Government Code regulations related to maintaining a publicly available pay schedule.

## **PROPOSED ACTION:**

Management recommends the following resolution for approval:

**WHEREAS**, Management is requesting the Personnel Committee's approval to forward the following resolution to the Board of Directors for their consideration:

**BE IT RESOLVED** that the Personnel Committee approves the attached Proposed 2024 Salary Grades with an effective date of January 1, 2024 and ask that it be forwarded for consideration at the next scheduled Board of Directors meeting.

**BE IT FURTHER RESOLVED** that upon approval of this resolution by the Board of Directors, the Chief Human Resources Officer is authorized and directed to take any and all action as may be necessary to effectuate this Resolution.

**PASSED AND ADOPTED THIS 22<sup>nd</sup> DAY OF September, 2023.**

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Dr. Phyllis Nelson, Chair  
Personnel Committee

**SALARY GRADE RANGES EFFECTIVE JANUARY, 2024**

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$6,370	\$8,440	\$10,511	\$165,623	\$219,450	\$273,277
15				\$5,308	\$7,034	\$8,759	\$138,019	\$182,875	\$227,731
14				\$4,424	\$5,861	\$7,299	\$115,016	\$152,396	\$189,776
13				\$3,686	\$4,884	\$6,083	\$95,846	\$126,996	\$158,147
12				\$3,072	\$4,070	\$5,069	\$79,872	\$105,830	\$131,789
11				<b>\$2,560</b>	\$3,392	\$4,224	\$66,560	\$88,192	\$109,824
10	\$25.63	\$34.34	\$43.05	\$2,050	\$2,747	\$3,444	\$53,302	\$71,424	\$89,547
9	\$21.90	\$29.35	\$36.80	\$1,752	\$2,348	\$2,944	\$45,557	\$61,046	\$76,536
8	\$18.72	\$25.08	\$31.45	\$1,498	\$2,007	\$2,516	\$38,938	\$52,176	\$65,415
7	<b>\$16.00</b>	\$21.20	\$26.40	\$1,280	\$1,696	\$2,112	\$33,280	\$44,096	\$54,912

Prior Year Comparison

**SALARY GRADE RANGES EFFECTIVE JANUARY, 2023**

GRADE #	HOURLY RANGE SPREAD			BI-WEEKLY PAY PERIOD			ANNUAL RANGE SPREAD		
	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
16				\$6,221	\$8,243	\$10,264	\$161,741	\$214,307	\$266,872
15				\$5,184	\$6,869	\$8,554	\$134,784	\$178,589	\$222,394
14				\$4,320	\$5,724	\$7,128	\$112,320	\$148,824	\$185,328
13				\$3,600	\$4,770	\$5,940	\$93,600	\$124,020	\$154,440
12				\$3,000	\$3,975	\$4,950	\$78,000	\$103,350	\$128,700
11				\$2,500	\$3,313	\$4,125	\$65,000	\$86,125	\$107,250
10	\$25.47	\$33.74	\$42.02	\$2,037	\$2,700	\$3,362	\$52,971	\$70,187	\$87,403
9	\$21.58	\$28.60	\$35.61	\$1,727	\$2,288	\$2,849	\$44,891	\$59,481	\$74,070
8	\$18.29	\$24.23	\$30.18	\$1,463	\$1,939	\$2,414	\$38,043	\$50,407	\$62,771
7	\$15.50	\$20.54	\$25.58	\$1,240	\$1,643	\$2,046	\$32,240	\$42,718	\$53,196