



FY 2024 Change in Employee Compensation

DHR Recommendations



Proposed Salary Structure Changes

[midpoint only]

Minimum moves to 75%
Max stays at 150%

Grade	Current Midpoint	Core	Public Safety	IT/ Engineering	Nursing/ Healthcare
D	\$24,960	\$26,000	\$30,000		
E	\$27,914	\$29,000	\$33,100		
F	\$31,429	\$32,400	\$36,400		
G	\$35,714	\$36,500	\$40,600		\$41,200
H	\$41,122	\$41,500	\$45,700		\$48,006
I	\$48,006	\$49,000	\$55,200	\$52,400	\$54,200
J	\$54,142	\$54,600	\$59,700	\$59,300	\$60,900
K	\$60,611	\$61,400	\$65,000	\$67,500	\$69,000
L	\$68,453	\$69,400	\$71,400	\$78,200	\$78,600
M	\$77,355	\$79,000	\$79,000	\$88,000	\$90,000
N	\$85,488	\$88,300	\$88,300	\$97,700	\$96,800
O	\$92,643	\$99,400	\$99,400	\$109,300	\$105,000
P	\$101,317	\$113,000	\$113,000	\$118,500	
Q	\$111,509	\$130,000	\$130,000	\$130,000	
R	\$123,698	\$150,000			
T	\$156,707	\$175,000			
V	\$203,549	\$225,000			

FY 2024 & FY 2025 CEC Recommendations

All Employees

*All employees except for groups identified below



FISCAL YEAR 2024



8.5% average pay grade shift (varies by pay grade)



4% merit-based increase



Maintain current benefits

FISCAL YEAR 2025



4.5% merit-based increase

Benefits recommendation will be made in FY25 CEC Report

Public Safety



FISCAL YEAR 2024



10% average pay grade shift (varies by pay grade)



4% merit-based increase



6% equity-based increase



Maintain current benefits

FISCAL YEAR 2025

Include with all employees

Nursing/Healthcare



FISCAL YEAR 2024

Include with all employees

FISCAL YEAR 2025



14% average pay grade shift (varies by pay grade)



4.5% merit-based increase



5.5% equity-based increase

Benefits rec. in FY25 CEC Report

IT/Engineering



FISCAL YEAR 2024

Include with all employees

FISCAL YEAR 2025



14% average pay grade shift (varies by pay grade)



4.5% merit-based increase



5.5% equity-based increase

Benefits rec. in FY25 CEC Report

Core Salary Structure Changes



Grade	Current Minimum	Current Midpoint	DHR Proposed 75% Minimum	Proposed Midpoint	DHR Maximum 150%	% change	% from P25	Resulting Compa-Ratio
D	\$15,080	\$24,960	\$19,500	\$26,000	\$39,000	4.2%	-6%	96%
E	\$19,552	\$27,914	\$21,750	\$29,000	\$43,500	3.9%	-3%	104%
F	\$22,027	\$31,429	\$24,300	\$32,400	\$48,600	3.1%	0%	98%
G	\$24,960	\$35,714	\$27,375	\$36,500	\$54,750	2.2%	3%	100%
H	\$28,746	\$41,122	\$31,125	\$41,500	\$62,250	0.9%	3%	93%
I	\$33,592	\$48,006	\$36,750	\$49,000	\$73,500	2.1%	5%	87%
J	\$37,918	\$54,142	\$40,950	\$54,600	\$81,900	0.8%	1%	89%
K	\$42,453	\$60,611	\$46,050	\$61,400	\$92,100	1.3%	-2%	89%
L	\$47,902	\$68,453	\$52,050	\$69,400	\$104,100	1.4%	-5%	90%
M	\$54,163	\$77,355	\$59,250	\$79,000	\$118,500	2.1%	-8%	90%
N	\$59,842	\$85,488	\$66,225	\$88,300	\$132,450	3.3%	-11%	91%
O	\$64,834	\$92,643	\$74,550	\$99,400	\$149,100	7.3%	-13%	92%
P	\$70,907	\$101,317	\$84,750	\$113,000	\$169,500	11.5%	-16%	90%
Q	\$78,042	\$111,509	\$97,500	\$130,000	\$195,000	16.6%	-18%	96%
R	\$86,590	\$123,698	\$112,500	\$150,000	\$225,000	21.3%	-4%	94%
T	\$109,699	\$156,707	\$131,250	\$175,000	\$262,500	11.7%	-8%	94%
V	\$142,501	\$203,549	\$168,750	\$225,000	\$337,500	10.5%	-14%	110%
Overall		\$79,095		\$85,853		8.5%		

Public Safety Salary Structure Changes



Grade	Current Midpoint	DHR Proposed 75% Minimum	Proposed Midpoint	DHR Proposed 150% Max	Public Safety vs. Core	% change	% from P25	Resulting Compa-Ratio
D	\$24,960	\$22,500	\$30,000	\$45,000	15%	20%	-10%	n/a
E	\$27,914	\$24,825	\$33,100	\$49,650	14%	19%	-7%	84%
F	\$31,429	\$27,300	\$36,400	\$54,600	12%	16%	-4%	86%
G	\$35,714	\$30,450	\$40,600	\$60,900	11%	14%	-1%	83%
H	\$41,122	\$34,275	\$45,700	\$68,550	10%	11%	1%	84%
I	\$48,006	\$41,400	\$55,200	\$82,800	13%	15%	9%	83%
J	\$54,142	\$44,775	\$59,700	\$89,550	9%	10%	2%	91%
K	\$60,611	\$48,750	\$65,000	\$97,500	6%	7%	-4%	92%
L	\$68,453	\$53,550	\$71,400	\$107,100	3%	4%	-9%	90%
M	\$77,355	\$59,250	\$79,000	\$118,500	0%	2%	-14%	102%
N	\$85,488	\$66,225	\$88,300	\$132,450	0%	3%	-17%	97%
O	\$92,643	\$74,550	\$99,400	\$149,100	0%	17%	-18%	96%
P	\$101,317	\$84,750	\$113,000	\$169,500	0%	11%	-16%	90%
Q	\$111,509	\$97,500	\$130,000	\$195,000	0%	7%	-13%	92%
Overall	\$61,476		\$67,629			10%		

IT/Engineering Salary Structure Changes



Grade	Current Midpoint	DHR Proposed 75% Minimum	Proposed Midpoint	DHR Proposed 150% Max	IT/Engineering vs. Core	% change	% from P25	Resulting Compa-Ratio
I	\$48,006	\$39,300	\$52,400	\$78,600	7%	9%	1%	85%
J	\$54,142	\$44,475	\$59,300	\$88,950	9%	10%	-1%	84%
K	\$60,611	\$50,625	\$67,500	\$101,250	10%	11%	-4%	82%
L	\$68,453	\$58,650	\$78,200	\$117,300	13%	14%	-2%	84%
M	\$77,355	\$66,000	\$88,000	\$132,000	11%	14%	-4%	88%
N	\$85,488	\$73,275	\$97,700	\$146,550	11%	14%	-5%	87%
O	\$92,643	\$81,975	\$109,300	\$163,950	10%	18%	-7%	86%
P	\$101,317	\$88,875	\$118,500	\$177,750	5%	17%	-12%	88%
Q	\$111,509	\$97,500	\$130,000	\$195,000	0%	17%	-16%	91%
Overall	\$77,725		\$88,989			14%		

Nursing/Healthcare Salary Structure Changes



Job Title	Current Grade	New Grade	Current Midpoint	DHR Proposed 75% Minimum	Proposed Midpoint	DHR Proposed 150% Max	Nursing vs. Core	% change	% from P25	Resulting Compa-Ratio
NURSING ASST CERT	H	G	\$41,122	\$30,900	\$41,200	\$61,800	13%	15%	35%	96%
NURSING ASST, CERTIFD-SR	I	H	\$48,006	\$36,005	\$48,006	\$72,009	16%	17%	29%	94%
NURSE, LICENSED PRACTICAL	J	I	\$54,142	\$40,650	\$54,200	\$81,300	11%	13%	16%	97%
NURSE, REGISTERED I		J	\$54,142	\$45,675	\$60,900	\$91,350	12%	12%	-1%	
NURSE, REGISTERED II		K	\$60,611	\$51,750	\$69,000	\$103,500	12%	14%	4%	
NURSE, REGISTERED III	L	L	\$68,453	\$58,950	\$78,600	\$117,900	13%	15%	-4%	88%
NURSE, REGISTERED SENIOR (NP)	N	M	\$85,488	\$67,500	\$90,000	\$135,000	14%	16%	-13%	85%
NURSE, REGISTERED MANAGER	N	N	\$85,488	\$72,600	\$96,800	\$145,200	10%	13%	0%	88%
NURSING SERVICES DIR	P	O	\$101,317	\$78,750	\$105,000	\$157,500	6%	13%	0%	93%
Overall			\$66,530		\$71,523			14%		