

## Accounting Manager

**2022 Market Midpoint = 46.26**

(Surveyed 1999/Implemented 2000)

(Reviewed 2000)

(2001 - 7% across the board increase)

(2002 - 2001 Survey + 2%)

(2003 - 3% Across the Board Increase)

(2004 - 30% of 2003 Salary Survey Market Increase)

(2005 - Received remaining 70% of 2003 Salary Survey Market Increase)

(2006 - 2005 Market Survey Increase)

(2007 - 4% Across the Board)

(2008 - 2007 Market Survey +2%)

(2009 - 2% across the board, no step increases)

(2009 - Effective 4/2/09 10% pay reduction)

(2010 - 10% pay reduction was reduced to a 5% pay reduction, no step increases)

(2011 - 2012 - Compensation remains at 2010 level, no step increases)

(2013 - Remaining 5% pay reduction returned. Compensation at 1/1/2009 level, no step increases)

(2014 - 2% across-the-board increase + 2014 step increase on DOM + up to 2 "catch-up steps if eligible)

(2015 - 2.8% across-the-board increase + 2015 step increase on DOM + up to 2 "catch-up steps if eligible)

(2016 - Salary Survey Results, limited to 15%, if applicable plus 1.5% across the board increase)

(2016 - 2016 step increase on DOM + final "catch-up" step on 1/1/16, if eligible)

(2017 - 2% across-the-board increase + 2017 step increase on DOM if eligible)

(2018 - 3% across-the-board increase + 2018 step increase on DOM if eligible)

(2019 - 3% across-the-board increase + 2019 step increase on DOM if eligible)

(2020 - 2% across-the-board increase + 2020 step increase on DOM if eligible)

(2021 - 2.1% across-the-board increase + 2021 step increase on DOM if eligible)

(2022 - Salary based off 2021 Comp Study + 4.7% across-the-board increase + 2022 step increase on DOM if eligible)

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
1	\$39.32	\$3,407.76	\$81,786.15
2	\$40.71	\$3,528.03	\$84,672.72
3	\$42.09	\$3,648.30	\$87,559.29
4	\$43.48	\$3,768.58	\$90,445.86
5	\$44.87	\$3,888.85	\$93,332.43
6	<b>\$46.26</b>	\$4,009.13	\$96,219.00
7	\$47.65	\$4,129.40	\$99,105.57
8	\$49.03	\$249.67	\$101,992.14
9	\$50.42	\$4,369.95	\$104,878.71
10	\$51.81	\$4,490.22	\$107,765.28
11	\$53.20	\$4,610.49	\$110,651.85

All tables are subject to rounding differences

R:\Compensation\Pay Scales\2022 Pay Scale by Dept\Accounting\Accounting Pay Scales.Employees