

GIS Manager**2022 Market Midpoint****57.47**

- (Surveyed 1999/Implemented 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%)
- (2008 - Adj 2008 pay scale due to inaccurate survey data)
- (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)
- (2016 - Reclassified from GIS Coordinator to GIS Manager)
- (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 - New salary based on 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	\$48.85	\$4,233.77	\$101,610.50
2	\$50.57	\$4,383.20	\$105,196.75
3	\$52.30	\$4,532.63	\$108,783.00
4	\$54.02	\$4,682.05	\$112,369.25
5	\$55.75	\$4,831.48	\$115,955.51
6	\$57.47	\$4,980.91	\$119,541.76
7	\$59.19	\$5,130.33	\$123,128.01
8	\$60.92	\$5,279.76	\$126,714.27
9	\$62.64	\$5,429.19	\$130,300.52
10	\$64.37	\$5,578.62	\$133,886.77
11	\$66.09	\$5,728.04	\$137,473.02

All tables are subject to rounding differences