

Human Svcs Program Administrator

**2021 Market
Midpoint**

46.89

- (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%)
- (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)
- (10-2020 - BCC Approved Pay Scale Adjustment Based Market Research)
- (2021 - 2.1% across-the-board increase + 2021 step increase on DOM if eligible)

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
1	\$39.86	\$3,454.52	\$82,908.47
2	\$41.27	\$3,576.63	\$85,839.15
3	\$42.68	\$3,698.74	\$88,769.82
4	\$44.07	\$3,819.97	\$91,679.27
5	\$45.48	\$3,942.08	\$94,609.94
6	\$46.89	\$4,064.19	\$97,540.62
7	\$48.30	\$4,186.30	\$100,471.30
8	\$49.71	\$4,308.42	\$103,401.98
9	\$51.11	\$4,429.64	\$106,311.42
10	\$52.52	\$4,551.75	\$109,242.10
11	\$53.93	\$4,673.87	\$112,172.78

(2022) - 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	\$ 41.73 \$	3,616.60	\$ 86,798.40
2	\$ 43.20 \$	3,744.00	\$ 89,856.00
3	\$ 44.67 \$	3,871.40	\$ 92,913.60
4	\$ 46.14 \$	3,998.80	\$ 95,971.20
5	\$ 47.62 \$	4,127.07	\$ 99,049.60
6	\$ 49.09 \$	4,254.47	\$ 102,107.20
7	\$ 50.56 \$	4,381.87	\$ 105,164.80
8	\$ 52.04 \$	4,510.13	\$ 108,243.20
9	\$ 53.51 \$	4,637.53	\$ 111,300.80
10	\$ 54.98 \$	4,764.93	\$ 114,358.40
11	\$ 56.45 \$	4,892.33	\$ 117,416.00

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
2023 7% across the board increase + 2022 step increase on DOM if eligible			
1	44.64	3,868.80	92,851.20
2	46.22	4,005.73	96,137.60
3	47.79	4,141.80	99,403.20
4	49.37	4,278.73	102,689.60
5	50.94	4,414.80	105,955.20
6	52.52	4,551.73	109,241.60
7	54.10	4,688.67	112,528.00
8	55.67	4,824.73	115,793.60
9	57.25	4,961.67	119,080.00
10	58.82	5,097.73	122,345.60
11	60.40	5,234.67	125,632.00

<u>STEP/LEVEL</u>	<u>HOURLY RATE</u>	<u>S/M SALARY</u>	<u>ANNUAL SALARY</u>
2023 Move Step 6 to Step 3			
1	48.66	4,217.20	101,212.80
2	50.38	4,366.27	104,790.40
3	52.10	4,515.33	108,368.00
4	53.82	4,664.40	111,945.60
5	55.53	4,812.60	115,502.40
6	57.25	4,961.67	119,080.00
7	58.97	5,110.73	122,657.60
8	60.69	5,259.80	126,235.20
9	62.40	5,408.00	129,792.00
10	64.12	5,557.07	133,369.60
11	65.84	5,706.13	136,947.20