

CAO SALARIES PROGRESSION - APRIL 14, 2016 TABLE

OfficeSALARIESKASmgmt16

1/27/06 EMPLOYEES	BASE PAY @ 1/27/06	BASE PAY @ 8/16/13	CHANGES	BASE PAY @ 2/26/14	CHANGES	BASE PAY @ 8/28/15	CHANGES	EMPLOYEE	POSITIONS	YEARS OF EXPERIENCE / CAO SERVICE	BASE PAY @ 4/2/16	RECOMMENDED CHANGES	REQUESTED 10/1/16	SALARY RANGES PER M.C. 129.112(a)	FOOT NOTE	NEEDED 2016/17
COUNCIL AUD	180,000	176,400.12	- 0.00%	176,400.12	- 0.00%	176,400.12	RESTORE 2%	SHERMAN, CPA	COUNCIL AUDITOR	36 / 36	180,000.00	- 0.00%	180,000.00	118,883.45 193,768.80		180,000.00
ASST CNCL AUD	127,037	140,963.16	- 0.00%	140,963.16	RETIRED n/a	-	-	J BILLY, CPA	RETIRED ASST CNCL AUD	-	-	-	-	-		-
ASST CNCL AUD	127,037	115,674.00	- 0.00%	115,674.00	PROMO 21.03%	140,000.12	-	K BILLY, CPA	ASST. COUNCIL AUDITOR	27 / 27	140,000.04	- 0.00%	140,000.04	94,214.77 153,819.96		140,000.04
PRINCIPAL AUD	100,912	104,289.12	- 0.00%	104,289.12	ASSIGN 13.15%	117,999.96	-	TAYLOR, CPA	PRINCIPAL AUDITOR	20 / 20	117,999.96	- 0.00%	117,999.96	70,627.86 118,914.12		117,999.96
PRINCIPAL AUD	97,074	77,877.80	MERIT 2.75%	80,019.68	PROMO 9.97%	88,000.12	MERIT 8.00%	PETERSON, CPA	PRINCIPAL AUDITOR	12 / 11	95,040.00	MERIT 7.00%	101,692.80	70,627.86 118,914.12		101,692.80
PRINCIPAL AUD	97,074	65,850.20	MERIT 9.16%	71,883.24	MERIT 11.29%	79,999.92	MERIT 6.50%	PARKS, CPA, CIA	AUDITOR III	8 / 8	85,200.00	MERIT 7.00%	91,164.00	55,943.85 94,191.24		91,164.00
AUDITOR III	86,854	71,878.04	- 0.00%	71,878.04	MERIT 2.26%	73,499.92	MERIT 5.50%	REBER, CPA	AUDITOR III	13 / 13	77,542.08	MERIT 7.00%	82,970.03	55,943.85 94,191.24		82,970.03
AUDITOR III	81,923	65,850.20	PROMO 9.16%	71,883.24	MERIT 2.25%	73,499.92	MERIT 2.00%	COSTIGAN, CPA, CFE	AUDITOR III	9 / 9	74,970.00	MERIT 5.00%	78,718.50	55,943.85 94,191.24		78,718.50
AUDITOR II	55,713	71,880.12	- 0.00%	71,880.12	- 0.00%	71,880.12	MERIT 2.00%	MARTIN, CPA	AUDITOR III	17 / 15	73,317.96	MERIT 3.50%	75,884.09	55,943.85 94,191.24		75,884.09
AUDITOR II	51,182	71,879.60	- 0.00%	71,879.60	- 0.00%	71,879.60	"RESTORE"	CARTER, CPA	AUDITOR III	25 / 12	72,634.68	MERIT 3.00%	74,813.72	55,943.85 94,191.24		74,813.72
AUDITOR II	50,694	59,950.80	MERIT 4.30%	62,529.48	MERIT 3.95%	65,000.00	MERIT/START 6.00%	CARRAHER, CPA	PROMO TO AUDITOR III	8 / 8	68,900.04	PROMO, 9m 10.00%	74,067.54	55,943.85 94,191.24		74,067.54
AUDITOR I	48,744	59,950.80	MERIT 4.30%	62,529.48	MERIT 3.95%	65,000.00	MERIT/START 6.00%	KORSAKOVA, CPA	PROMO TO AUDITOR III	8 / 8	68,900.04	PROMO, 9m 10.00%	74,067.54	55,943.85 94,191.24		74,067.54
AUDITOR I	48,744	59,893.08	MERIT 4.40%	62,529.48	MERIT 3.95%	65,000.00	MERIT/START 5.00%	CAMPBELL	AUDITOR II	12 / 8	68,250.00	- 0.00%	68,250.00	46,971.56 79,084.68	CPA 6m	71,662.50
AUDITOR I	46,359	-	-	JANICE RECLASS n/a	-	54,000.00	START 11.11%	EVANS	AUDITOR II	12 / 1	60,000.00	MERIT 5.00%	63,000.00	46,971.56 79,084.68	CPA 3m	64,575.00
AUDITOR I	42,123	45,757.92	CPA/MERIT 15.50%	52,850.72	- 0.00%	52,850.72	START 11.11%	BROCHE AGUILA, CPA	PROMO TO AUDITOR II	4 / 4	58,722.96	PROMO, 9m 10.00%	63,127.18	46,971.56 79,084.68		63,127.18
AUDITOR I	42,123	40,500.20	CPA2/6MOS 8.04%	43,758.00	CPA/MERIT 13.02%	49,453.98	START 11.11%	LINSKY, CPA	AUDITOR I	3 / 3	54,948.96	MERIT 3.00%	56,597.43	39,438.22 66,401.04		56,597.43
AUDITOR I	42,123	42,525.08	6 MOS 2.90%	43,758.00	- 0.00%	43,758.00	START / CUT 7.98%	RODDA	AUDITOR I	3 / 3	47,250.00	MERIT 6.00%	50,085.00	39,438.22 66,401.04	CPA 3m	51,337.13
ADMIN ASST	41,147	40,500.20	6 MOS 2.90%	41,674.36	RESIGNED n/a	-	-	MINERICH	FORMER AUDITOR I	-	-	-	-	-		-
18 FULL TIME	1,366,863	41,678.52	- 0.00%	41,678.52	- 0.00%	41,678.52	TRANSFER	WILKINS	FORMER AUDITOR I	-	-	-	-	-		-
2 PART TIME	70,829	-	-	-	HIRED n/a	41,678.52	RESIGNED	PHILLIPS	FORMER AUDITOR I	-	-	-	-	-		-
TOTAL	1,437,692	-	-	-	-	-	HIRED	THORPE	AUDITOR I	0 / 0	45,000.00	- 0.00%	45,000.00	39,438.22 66,401.04	CPA2 12m	47,250.00
		-	-	-	-	-	HIRED	LEE	AUDITOR I	0 / 0	45,000.00	- 0.00%	45,000.00	39,438.22 66,401.04	CPA2 6m	46,125.00
*****		41,649.92	- 0.00%	41,649.92	- 0.00%	41,649.92	RESTORE 2%	FLETCHER	ADMINISTRATIVE ASST.	-	42,500.00	- 0.00%	42,500.00	31,238.79 52,595.88		42,500.00
		1,394,948.88	2.49%	1,429,708.28	-1.15%	1,413,229.46	4.45% TOTALS				1,476,176.72	3.30%	1,524,937.83			1,534,552.46

Please note how little the overall payroll has grown in ten years. Also note that the top six positions were paid a total of \$7,575 more ten years ago.

CHANGES INCLUDE:
 MERIT - increase in recognition of working at a higher level of effectiveness
 PROMO - promoted to a higher position
 6 MOS - former practice of granting probationary increase for new hires
 ASSIGN - moved up to a far more demanding assignment
 "RESTORE" or RESTORE 2% - amounts granted to return employees to 30 Sept 2010 payrate
 START - increase as a result of increasing starting salary from \$40,500 to \$45,000
 START/CUT - Mr. Rodda did not receive the full 11.11% increase. His work at the time could not justify such an increase, he was placed on a six month review and has performed very well since.

FOOTNOTE: employees receive a 5% increase for meeting qualifications to take the CPA examination and receive an additional 10% for attaining CPA licensure.
 "CPA2..." = 5% increase for being eligible to take CPA examination
 "CPA..." = 10% increase for CPA licensure
 "...Xm" = number of months of increased funding anticipated