

**NOMINATING/PERSONNEL COMMITTEE
THURSDAY, JANUARY 16, 2020
2:00 p.m. – 3:00 p.m.**

CONFERENCE CALL

**CALL IN NUMBER: 1-800-882-3610
PASSCODE: 9466920#**

AGENDA

- I. Call to order
- II. Approval of Minutes, November 15, 2020 Attachment A
- III. Review of FPCI 2020 Salary Scale Attachment B
- IV. Board Recruitment/Membership/Size
- V. Performance Measures
- VI. Oasis Follow-up
- VII. Other
- VIII. Adjourn

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING / PERSONNEL COMMITTEE
NOVEMBER 15, 2019**

Present: Karen Ligas Julie Mellecker Elisabeth Giles
 Adam Stark Eric Nemmers

Staff Present: Rachel Goss

I. Call to order

The meeting was called to order at 3:00 pm by Eric Nemmers, Chair

II. Approval of Minutes – March 8, 2019

The Committee reviewed the minutes of the March 8, 2019 meeting. Karen Ligas moved to accept the minutes; Julie Mellecker seconded. **M/P/U**

III. Addition of Technology Committee

The Committee discussed the creation of a Technology Committee of the Board to assist staff with various upcoming initiatives. Julie Mellecker moved that the Committee recommend that the Board approve the creation of this Committee. Elisabeth Giles seconded. **M/P/U**

IV. FPCI Benefits

Rachel Goss provided background on current FPCI staff benefits and the possibility of additional benefits due to a current budget surplus. After discussing various options, Adam Stark moved that the Committee recommend to the Finance Committee that it approve an increased stipend for all FPCI staff; the exact stipend amount is being finalized, and it would be contingent on the FPCI budget going forward. Elisabeth Giles seconded. **M/P/U**

V. Adjourn

The meeting adjourned at 3:38 pm.

Minutes submitted by Eric Nemmers

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2019

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 70,759 | \$ 88,450 | \$ 106,141 |
| Clinical Policy Coordinator | \$ 90,101 | \$ 99,225 | \$ 108,349 |
| Program Manager | \$ 44,225 | \$ 54,099 | \$ 66,336 |
| Staff Accountant | \$ 18.59 | \$ 23.21 | \$ 27.86 |
| Administrative Assistant | \$ 16.02 | \$ 20.04 | \$ 24.05 |

2020 Proposed Salary Scale using Oct. 2019 Consumer Price Index increase of 1.5% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|------------|------------|
| Executive Director | \$ 71,820 | \$ 89,777 | \$ 107,733 |
| Clinical Policy Coordinator | \$ 91,453 | \$ 100,714 | \$ 109,975 |
| Program Manager | \$ 44,889 | \$ 54,911 | \$ 67,331 |
| Staff Accountant | \$ 18.87 | \$ 23.56 | \$ 28.27 |
| Administrative Assistant | \$ 16.26 | \$ 20.34 | \$ 24.41 |

2020 Proposed Salary Scale using the Oct. 2019 Consumer Price Index increase of 2.2% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|------------|------------|
| Executive Director | \$ 72,315 | \$ 90,396 | \$ 108,476 |
| Clinical Policy Coordinator | \$ 92,083 | \$ 101,408 | \$ 110,733 |
| Program Manager | \$ 45,198 | \$ 55,289 | \$ 67,795 |
| Staff Accountant | \$ 19.00 | \$ 23.72 | \$ 28.47 |
| Administrative Assistant | \$ 16.37 | \$ 20.48 | \$ 24.58 |

2020 Proposed Salary Scale using the 2020 Social Security COLA increase of 1.6%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|------------|------------|
| Executive Director | \$ 71,891 | \$ 89,866 | \$ 107,839 |
| Clinical Policy Coordinator | \$ 91,543 | \$ 100,813 | \$ 110,083 |
| Program Manager | \$ 44,933 | \$ 54,965 | \$ 67,397 |
| Staff Accountant | \$ 18.89 | \$ 23.58 | \$ 28.30 |
| Administrative Assistant | \$ 16.28 | \$ 20.36 | \$ 24.43 |

Necessary Committee Action:

Accept, amend, or reject the 2020 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2018

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 68,831 | \$ 86,041 | \$ 103,250 |
| Clinical Policy Coordinator | \$ 87,647 | \$ 96,523 | \$ 105,398 |
| Program Manager | \$ 43,021 | \$ 52,626 | \$ 64,529 |
| Staff Accountant | \$ 18.09 | \$ 22.58 | \$ 27.10 |
| Administrative Assistant | \$ 15.58 | \$ 19.49 | \$ 23.39 |

2019 Proposed Salary Scale using Oct. 2018 Consumer Price Index increase of 2.2% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 70,346 | \$ 87,934 | \$ 105,522 |
| Clinical Policy Coordinator | \$ 89,575 | \$ 98,646 | \$ 107,717 |
| Program Manager | \$ 43,967 | \$ 53,783 | \$ 65,948 |
| Staff Accountant | \$ 18.48 | \$ 23.07 | \$ 27.69 |
| Administrative Assistant | \$ 15.93 | \$ 19.92 | \$ 23.91 |

2019 Proposed Salary Scale using the Oct. 2018 Consumer Price Index increase of 2.5% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 70,552 | \$ 88,192 | \$ 105,831 |
| Clinical Policy Coordinator | \$ 89,838 | \$ 98,936 | \$ 108,033 |
| Program Manager | \$ 44,096 | \$ 53,941 | \$ 66,142 |
| Staff Accountant | \$ 18.54 | \$ 23.14 | \$ 27.77 |
| Administrative Assistant | \$ 15.97 | \$ 19.98 | \$ 23.98 |

2019 Proposed Salary Scale using the 2019 Social Security COLA increase of 2.8%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 70,759 | \$ 88,450 | \$ 106,141 |
| Clinical Policy Coordinator | \$ 90,101 | \$ 99,225 | \$ 108,349 |
| Program Manager | \$ 44,225 | \$ 54,099 | \$ 66,336 |
| Staff Accountant | \$ 18.59 | \$ 23.21 | \$ 27.86 |
| Administrative Assistant | \$ 16.02 | \$ 20.04 | \$ 24.05 |

Necessary Committee Action:

Accept, amend, or reject the 2019 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2017

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,482 | \$ 84,354 | \$ 101,226 |
| Clinical Policy Coordinator | \$ 85,928 | \$ 94,630 | \$ 103,332 |
| Program Manager | \$ 42,177 | \$ 51,594 | \$ 63,264 |
| Staff Accountant | \$ 17.73 | \$ 22.13 | \$ 26.57 |
| Administrative Assistant | \$ 15.28 | \$ 19.11 | \$ 22.93 |

2018 Proposed Salary Scale using Sept. 2017 Consumer Price Index increase of 1.5% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 70,856 | \$ 88,572 | \$ 106,287 |
| Clinical Policy Coordinator | \$ 90,225 | \$ 99,361 | \$ 108,498 |
| Program Manager | \$ 44,286 | \$ 54,173 | \$ 66,427 |
| Staff Accountant | \$ 18.62 | \$ 23.24 | \$ 27.89 |
| Administrative Assistant | \$ 16.04 | \$ 20.07 | \$ 24.08 |

2018 Proposed Salary Scale using the Sept. 2017 Consumer Price Index increase of 2.2% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 68,966 | \$ 86,210 | \$ 103,453 |
| Clinical Policy Coordinator | \$ 87,819 | \$ 96,712 | \$ 105,605 |
| Program Manager | \$ 43,105 | \$ 52,729 | \$ 64,655 |
| Staff Accountant | \$ 18.12 | \$ 22.62 | \$ 27.15 |
| Administrative Assistant | \$ 15.61 | \$ 19.53 | \$ 23.44 |

2018 Proposed Salary Scale using the 2018 Social Security COLA increase of 2%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 68,831 | \$ 86,041 | \$ 103,250 |
| Clinical Policy Coordinator | \$ 87,647 | \$ 96,523 | \$ 105,398 |
| Program Manager | \$ 43,021 | \$ 52,626 | \$ 64,529 |
| Staff Accountant | \$ 18.09 | \$ 22.58 | \$ 27.10 |
| Administrative Assistant | \$ 15.58 | \$ 19.49 | \$ 23.39 |

Necessary Committee Action:

Accept, amend, or reject the 2018 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2016

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,280 | \$ 84,102 | \$ 100,923 |
| Clinical Policy Coordinator | \$ 85,671 | \$ 94,347 | \$ 103,022 |
| Program Manager | \$ 42,051 | \$ 51,439 | \$ 63,074 |
| Staff Accountant | \$ 17.68 | \$ 22.07 | \$ 26.49 |
| Administrative Assistant | \$ 15.23 | \$ 19.05 | \$ 22.86 |

2017 Proposed Salary Scale using Oct. 2016 Consumer Price Index increase of .8% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,818 | \$ 84,775 | \$ 101,730 |
| Clinical Policy Coordinator | \$ 86,357 | \$ 95,102 | \$ 103,847 |
| Program Manager | \$ 42,387 | \$ 51,851 | \$ 63,579 |
| Staff Accountant | \$ 17.82 | \$ 22.24 | \$ 26.70 |
| Administrative Assistant | \$ 15.35 | \$ 19.21 | \$ 23.05 |

2017 Proposed Salary Scale using the Oct. 2016 Consumer Price Index increase of 1.4% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 68,222 | \$ 85,279 | \$ 102,336 |
| Clinical Policy Coordinator | \$ 86,871 | \$ 95,668 | \$ 104,465 |
| Program Manager | \$ 42,640 | \$ 52,159 | \$ 63,957 |
| Staff Accountant | \$ 17.93 | \$ 22.38 | \$ 26.86 |
| Administrative Assistant | \$ 15.45 | \$ 19.32 | \$ 23.18 |

2017 Proposed Salary Scale using the 2016 Social Security COLA increase of .3%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,482 | \$ 84,354 | \$ 101,226 |
| Clinical Policy Coordinator | \$ 85,928 | \$ 94,630 | \$ 103,332 |
| Program Manager | \$ 42,177 | \$ 51,594 | \$ 63,264 |
| Staff Accountant | \$ 17.73 | \$ 22.13 | \$ 26.57 |
| Administrative Assistant | \$ 15.28 | \$ 19.11 | \$ 22.93 |

Necessary Committee Action:

Accept, amend, or reject the 2017 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2015

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,280 | \$ 84,102 | \$ 100,923 |
| Clinical Policy Coordinator | \$ 85,671 | \$ 94,347 | \$ 103,022 |
| Program Manager | \$ 42,051 | \$ 51,439 | \$ 63,074 |
| Staff Accountant | \$ 17.68 | \$ 22.07 | \$ 26.49 |
| Administrative Assistant | \$ 15.23 | \$ 19.05 | \$ 22.86 |

2016 Proposed Salary Scale using Nov. 2015 Consumer Price Index increase of -.2% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,145 | \$ 83,934 | \$ 100,721 |
| Clinical Policy Coordinator | \$ 85,500 | \$ 94,158 | \$ 102,816 |
| Program Manager | \$ 41,967 | \$ 51,336 | \$ 62,948 |
| Staff Accountant | \$ 17.64 | \$ 22.02 | \$ 26.43 |
| Administrative Assistant | \$ 15.20 | \$ 19.02 | \$ 22.82 |

2016 Proposed Salary Scale using the Nov. 2015 Consumer Price Index increase of .5% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,616 | \$ 84,522 | \$ 101,427 |
| Clinical Policy Coordinator | \$ 86,100 | \$ 94,819 | \$ 103,538 |
| Program Manager | \$ 42,261 | \$ 51,697 | \$ 63,390 |
| Staff Accountant | \$ 17.77 | \$ 22.18 | \$ 26.62 |
| Administrative Assistant | \$ 15.31 | \$ 19.15 | \$ 22.98 |

2016 Proposed Salary Scale using the 2015 Social Security COLA increase of 0%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,280 | \$ 84,102 | \$ 100,923 |
| Clinical Policy Coordinator | \$ 85,671 | \$ 94,347 | \$ 103,022 |
| Program Manager | \$ 42,051 | \$ 51,439 | \$ 63,074 |
| Staff Accountant | \$ 17.68 | \$ 22.07 | \$ 26.49 |
| Administrative Assistant | \$ 15.23 | \$ 19.05 | \$ 22.86 |

Necessary Committee Action:

Accept, amend, or reject the 2016 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2014

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 66,155 | \$ 82,696 | \$ 99,236 |
| Clinical Policy Coordinator | \$ 84,239 | \$ 92,770 | \$ 101,300 |
| Program Manager | \$ 41,348 | \$ 50,579 | \$ 62,020 |
| Staff Accountant | \$ 17.38 | \$ 21.70 | \$ 26.04 |
| Administrative Assistant | \$ 14.98 | \$ 18.74 | \$ 22.48 |

2015 Proposed Salary Scale using Oct. 2014 Consumer Price Index increase of 1.6% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,214 | \$ 84,019 | \$ 100,824 |
| Clinical Policy Coordinator | \$ 85,587 | \$ 94,254 | \$ 102,921 |
| Program Manager | \$ 42,010 | \$ 51,389 | \$ 63,012 |
| Staff Accountant | \$ 17.66 | \$ 22.05 | \$ 26.46 |
| Administrative Assistant | \$ 15.22 | \$ 19.04 | \$ 22.84 |

2015 Proposed Salary Scale using the Oct. 2014 Consumer Price Index increase of 1.7% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,280 | \$ 84,102 | \$ 100,923 |
| Clinical Policy Coordinator | \$ 85,671 | \$ 94,347 | \$ 103,022 |
| Program Manager | \$ 42,051 | \$ 51,439 | \$ 63,074 |
| Staff Accountant | \$ 17.68 | \$ 22.07 | \$ 26.49 |
| Administrative Assistant | \$ 15.23 | \$ 19.05 | \$ 22.86 |

2015 Proposed Salary Scale using the 2015 Social Security COLA increase of 1.7%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 67,280 | \$ 84,102 | \$ 100,923 |
| Clinical Policy Coordinator | \$ 85,671 | \$ 94,347 | \$ 103,022 |
| Program Manager | \$ 42,051 | \$ 51,439 | \$ 63,074 |
| Staff Accountant | \$ 17.68 | \$ 22.07 | \$ 26.49 |
| Administrative Assistant | \$ 15.23 | \$ 19.05 | \$ 22.86 |

Necessary Committee Action:

Accept, amend, or reject the 2015 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2013

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|-----------|
| Executive Director | \$ 65,177 | \$ 81,474 | \$ 97,769 |
| Clinical Policy Coordinator | \$ 82,994 | \$ 91,399 | \$ 99,803 |
| Program Manager | \$ 40,737 | \$ 49,832 | \$ 61,103 |
| Staff Accountant | \$ 17.13 | \$ 21.38 | \$ 25.66 |
| Administrative Assistant | \$ 14.76 | \$ 18.46 | \$ 22.15 |

2014 Proposed Salary Scale using Nov. 2013 Consumer Price Index increase of .8% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 65,699 | \$ 82,126 | \$ 98,551 |
| Clinical Policy Coordinator | \$ 83,658 | \$ 92,130 | \$ 100,602 |
| Program Manager | \$ 41,063 | \$ 50,231 | \$ 61,592 |
| Staff Accountant | \$ 17.26 | \$ 21.55 | \$ 25.86 |
| Administrative Assistant | \$ 14.87 | \$ 18.61 | \$ 22.33 |

2014 Proposed Salary Scale using the Nov. 2013 Consumer Price Index increase of 1.1% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 65,894 | \$ 82,370 | \$ 98,845 |
| Clinical Policy Coordinator | \$ 83,907 | \$ 92,404 | \$ 100,901 |
| Program Manager | \$ 41,185 | \$ 50,380 | \$ 61,776 |
| Staff Accountant | \$ 17.31 | \$ 21.61 | \$ 25.94 |
| Administrative Assistant | \$ 14.92 | \$ 18.66 | \$ 22.39 |

2014 Proposed Salary Scale using the 2014 Social Security COLA increase of 1.5%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 66,155 | \$ 82,696 | \$ 99,236 |
| Clinical Policy Coordinator | \$ 84,239 | \$ 92,770 | \$ 101,300 |
| Program Manager | \$ 41,348 | \$ 50,579 | \$ 62,020 |
| Staff Accountant | \$ 17.38 | \$ 21.70 | \$ 26.04 |
| Administrative Assistant | \$ 14.98 | \$ 18.74 | \$ 22.48 |

Necessary Committee Action:

Accept, amend, or reject the 2014 proposed salary scales.

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

SALARY SCALE - 2012

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|-----------|
| Executive Director | \$ 64,088 | \$ 80,112 | \$ 96,135 |
| Clinical Policy Coordinator | \$ 81,607 | \$ 89,871 | \$ 98,135 |
| Program Manager | \$ 40,056 | \$ 48,999 | \$ 60,082 |
| Staff Accountant | \$ 16.84 | \$ 21.02 | \$ 25.23 |
| Administrative Assistant | \$ 14.51 | \$ 18.15 | \$ 21.78 |

2013 Proposed Salary Scale using Oct. 2012 Consumer Price Index increase of 2.4% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 65,626 | \$ 82,035 | \$ 98,442 |
| Clinical Policy Coordinator | \$ 83,566 | \$ 92,028 | \$ 100,490 |
| Program Manager | \$ 41,017 | \$ 50,175 | \$ 61,524 |
| Staff Accountant | \$ 17.24 | \$ 21.52 | \$ 25.84 |
| Administrative Assistant | \$ 14.86 | \$ 18.59 | \$ 22.30 |

2013 Proposed Salary Scale using the Oct. 2012 Consumer Price Index increase of 2.2% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|------------|
| Executive Director | \$ 65,498 | \$ 81,874 | \$ 98,250 |
| Clinical Policy Coordinator | \$ 83,402 | \$ 91,848 | \$ 100,294 |
| Program Manager | \$ 40,937 | \$ 50,077 | \$ 61,404 |
| Staff Accountant | \$ 17.21 | \$ 21.48 | \$ 25.79 |
| Administrative Assistant | \$ 14.83 | \$ 18.55 | \$ 22.26 |

2013 Proposed Salary Scale using the 2013 Social Security COLA increase of 1.7%

| Job Classification | Minimum | Midpoint | Maximum |
|-----------------------------|-----------|-----------|-----------|
| Executive Director | \$ 65,177 | \$ 81,474 | \$ 97,769 |
| Clinical Policy Coordinator | \$ 82,994 | \$ 91,399 | \$ 99,803 |
| Program Manager | \$ 40,737 | \$ 49,832 | \$ 61,103 |
| Staff Accountant | \$ 17.13 | \$ 21.38 | \$ 25.66 |
| Administrative Assistant | \$ 14.76 | \$ 18.46 | \$ 22.15 |

Necessary Committee Action:

Accept, amend, or reject the 2013 proposed salary scales.

The board chose the COLA increase of 1.7%

**FAMILY PLANNING COUNCIL OF IOWA
NOMINATING/PERSONNEL COMMITTEE
SALARY SCALE**

In 2004, the FPCI Board approved a salary scale for the Family Planning Council of Iowa. At that time it was determined that each January the Board would adjust the salary scale based on the United States Social Security Cost of Living Adjustment (COLA). However, the COLA rate has decreased since last year - from 3.3% to 2.3%. We have also provided another comparison using the Consumer Price Index (CPI) for October 2007 which is 3.5% for all cities, and 3.7% for the midwest region. Management is asking the nominating/personnel committee to approve one of the proposed adjusted salary scales.

SALARY SCALE - 2007

| Job Classification | Minimum | Midpoint | Maximum |
|--------------------------|-----------|-----------|-----------|
| Executive Director | \$ 56,544 | \$ 70,681 | \$ 84,818 |
| Program Manager | \$ 35,340 | \$ 44,175 | \$ 53,010 |
| Staff Accountant | \$ 14.85 | \$ 18.55 | \$ 22.26 |
| Administrative Assistant | \$ 12.81 | \$ 16.01 | \$ 19.21 |

Proposed Salary Scale at the Oct. 2007 Consumer Price Index increase of 3.7% - Midwest

| Job Classification | Minimum | Midpoint | Maximum |
|--------------------------|-----------|-----------|-----------|
| Executive Director | \$ 58,636 | \$ 73,296 | \$ 87,956 |
| Program Manager | \$ 36,648 | \$ 45,809 | \$ 54,971 |
| Staff Accountant | \$ 15.40 | \$ 19.24 | \$ 23.08 |
| Administrative Assistant | \$ 13.28 | \$ 16.60 | \$ 19.92 |

Proposed Salary Scale at the Oct. 2007 Consumer Price Index increase of 3.5% - All cities

| Job Classification | Minimum | Midpoint | Maximum |
|--------------------------|-----------|-----------|-----------|
| Executive Director | \$ 58,523 | \$ 73,155 | \$ 87,787 |
| Program Manager | \$ 36,577 | \$ 45,721 | \$ 54,865 |
| Staff Accountant | \$ 15.37 | \$ 19.20 | \$ 23.04 |
| Administrative Assistant | \$ 13.26 | \$ 16.57 | \$ 19.88 |

Proposed Salary Scale at the 2008 Social Security COLA increase of 2.3%

| Job Classification | Minimum | Midpoint | Maximum |
|--------------------------|-----------|-----------|-----------|
| Executive Director | \$ 57,845 | \$ 72,307 | \$ 86,769 |
| Program Manager | \$ 36,153 | \$ 45,191 | \$ 54,229 |
| Staff Accountant | \$ 15.19 | \$ 19.0 | \$ 22.77 |
| Administrative Assistant | \$ 13.10 | \$ 16.4 | \$ 19.65 |

Necessary Committee Action:

Accept, amend, or reject the 2008 CPI based salary scales or the COLA based salary scale.