

NoRTEC SALARY SURVEY MATRIX March 2004

Prepared by: Clarity Consulting Group, Roseville, CA - 916-788-0616

Agency ID	Executive Director	Fiscal Director	Prog.Oper. Director	Prog.Svcs. Director	Admin. Assist.	Systems Admin.
1	75,000 - 95,000	40,000 - 55,000	40,000 - 55,000	40,000 - 55,000	N/A	40,000 - 55,000
2	73,488 - 89,352	56,496 - 68,664	51,732 - 62,880	51,732 - 62,880	34,008 - 41,352	66,240 - 80,640
3	71,822 - 107,723	50,710 - 76,045	50,710 - 76,045	50,710 - 76,045	33,821 - 50,572	61,464 - 74,713
4	72,288 - 88,248	61,320 - 74,856	61,320 - 74,856	61,320 - 74,856	30,660 - 37,248	58,920 - 71,928
5	99,990	69,741 - 84,758	73,235 - 89,001	73,235 - 89,001	25,022 - 30,430	35,214 - 42,806
6	118,059 - 123,965	59,903 - 76,459	56,284 - 71,821	56,284 - 71,821	40,476 - 49,004	N/A
7	81,348 - 98,883	64,293 - 78,229	73,488 - 89,352	73,488 - 89,352	35,027 - 42,598	N/A
8	79,350 - 96,448	62,652 - 76,152	59,664 - 72,132	59,664 - 72,132	34,512 - 41,940	56,439 - 68,591
9	75,254 - 96,059	59,900 - 76,444	48,334 - 61,701	48,334 - 61,701	31,867 - 40,667	N/A
10	70,740 - 90,288	55,428 - 70,740	55,428 - 70,740	55,428 - 70,740	26,915 - 34,361	43,428 - 55,428
11	74,525 - 90,166	59,388 - 71,592	70,944 - 85,860	70,944 - 85,860	48,384 N/A 57,612	56268 - 67,536
12	109,219 - 120,430	N/A	59,608 - 61,224	59,608 - 61,224	33,756 - 41,028	N/A
13	67,879 - 84,848	56,868 - 71,885	56,868 - 71,885	56,868 - 71,885	26,675 - 33,345	N/A
14	81,432 - 103,930	59,925 - 76,481	67,106 - 85,645	67,106 - 85,645	33,769 - 43,099	67,106 - 85,645
15	78,768 - 108,024	47,004 - 57,132	47,004 - 57,132	47,004 - 57,132	N/A	49,356 - 60,000
16	N/A	N/A	49,320 - 59,964	49,320 - 59,964	N/A	47,424 - 57,660
			MEANS			
Min	80,655	57,402	57,565	57,565	33,453	52,896
Mid	90,106	64,931	64,571	64,571	37,621	59,173
Max	99,557	72,460	71,577	71,577	41,789	65,450
NoRTEC	88,000	57,500	57,500	57,500	37,650	57,500