

Updated Recommendation after GS Input
May 2018

Recommendation shift to 5 Bands

Recommended BAND	Current Level	Salary Ranges*	Position	Comments
6	20-22	140,000 to 200,000	General Secretary	Board appointment
5	17-19	85,000 to 145,000	Associate GSs/Director	Master's Degree and Strong Experience in Field
4	13-16	65,000 to 90,000	Team Leader/ Manager	Bachelor's degree and Strong Experience in Field
3	10-12	45,000 to 70,000	Associate/Coordinator/Exec Admin	Some College, Certification, Strong Experience in Field
2	6-9	35,000 to 50,000	Admin/Special Skills	HS, Some College, Vocation School
1	1-5	PA Minimum Wage to 45,000	Hourly, Per Diem	Qualifications may vary as this is position-based (ex. Over-skilled person wanting simpler job)

*New hire should start at 80% of mid-point of salary of exiting/colleague. If new position, existing comparable position should be reviewed to ensure internal equity. Complexity of task, supervisory responsibilities, education and experience should be compensable factors when determining position salary. HR consultation is essential to properly benchmark new position.

Salary ranges are adjusted annually to account for inflation/cost of living adjustments. CPI and MMBB data in addition to nonprofit salary scales are factors to be considered.