

Salary Structure Proposal

(January 2025 version)

Context

Since the year 2021, 5 workers have progressively joined the Technical Office of the Decidim Association with the positions of Administrative Officer, Sr. Developer, Jr. Developer, UX Designer and Executive Director. Their salaries have been defined taking into account internal factors such as the Association's annual budget and external factors such as market salaries for similar positions.

The objectives of this proposal are as follows:

- Improve and consolidate the salary structure of the current and future members of the Technical Office team, such as to warrant workers are getting a decent compensation, equitable and competitive according to their abilities, experience and responsibilities, and at the same time, that it allows the Association to perform a more effective and sustainable planning of its budget.
- Ensure transparency in access and availability of data about salaries, both to workers of the associations and their environment.

Proposal

Within the proposal, two types of salary scales are defined, depending on whether the worker's profile is technical or non-technical.

1. In the case of **technical profiles**, the proposed salary structure model is built around **three types of salary recognition**:
 - Category
 - Position
 - High Market Value Profile
2. In the case of **non-technical profiles**, the proposed salary structure model is built around **two types of salary recognition**:
 - Category
 - Position

The definition of technical profiles includes: Software developer, Computer engineer, Product manager or UX/UI Designer.

Part of this proposal is inspired by the salary scale model of the Som Connexió cooperative.

1. Category

Jobs within each category are not limited, but depend on the development of skills of the worker.

It is based on the fact that a worker brings greater value to the association when he has more knowledge, more experience and a more developed profile of competencies, since it allows him to attend to his functions with a higher degree of depth, efficiency and / or integration and use of resources of the association or its environment.

The model includes **three possible categories** and **two possible levels** within each category:

Categories

1. **Junior:** here we find people who require training and accompaniment to develop the functions of their job position. It is a temporary category in which you can be at Level 1 at most 2 years.
2. **Mid:** here we find people who have the necessary knowledge and experience to develop the functions of their job position in an autonomous and competent way.
3. **Senior:** here we find people who have a very broad and/or very expert knowledge developed during their professional career. This profile allows you to lead any challenge that arises in the association, within its field of knowledge.

Levels

1. Level 1
2. Level 2

The characteristics of each level and the requirements to move from one to the other will depend on each job position. The elements to be assessed are:

- The quality of the work
- Autonomy and own initiative
- Integration in the team and its work dynamics
- Experience

Category and level evaluations

Junior category: Direction will make an internal evaluation of these elements every six months, and then a meeting with the person, to make a joint assessment of the evolution and improvement of skills in the development of their job position.

Mid and Senior categories: Direction will make an internal evaluation of these elements once a year, and then a meeting with the person, to make a joint assessment of the evolution and improvement of skills in the development of their job position.

The decision to change the level will be taken by Direction.

2. Position

The position is recognised according to the definition of the job position. If coordination tasks are recognized in your job position, this complement must be applied.

This recognition works as a salary supplement. The social security contribution of this supplement is the same as that of the base salary.

The association requires a limited number of positions that can only be occupied by people who have recognized the **Senior category, level 2**.

1 position type is defined:

- **Team coordinator:** performs leadership and team management functions, in operational and strategic areas.

3. High Market Value Profile (HVMP)

This salary recognition is **only defined for technical profiles**.

This recognition works as a salary supplement. The social security contribution of this supplement is the same as that of the base salary.

These are professional profiles that the market remunerates with high salaries. In order to capture and/or retain the people who have these profiles, it is chosen to add a salary supplement with this concept to the category that the person occupies.

It is a variable complement within a range, above the salary of the Category. It will be added as of Level 2 within the Mid category, and will be applied in cases where the Direction deems it necessary.

Proposed salary scales

Technical profiles

Junior	Base Salary	Position Complement	HVMP Complement
Level 1	24.000,00 €		
Level 2	28.000,00 €		
Mid			
Nivell 1	32.000,00 €		
Nivell 2	36.000,00 €		2.000 - 5.000 €
Senior			
Nivell 1	40.000,00 €		2.000 - 5.000 €
Nivell 2	44.000,00 €		5.000 - 10.000 €
- Team coordinator	44.000,00 €	5.000,00 €	5.000 - 10.000 €

Non-technical profiles

Junior	Base Salary	Position Complement
Level 1	24.000,00 €	
Level 2	28.000,00 €	
Mid		
Nivell 1	30.000,00 €	
Nivell 2	32.000,00 €	
Senior		
Nivell 1	34.000,00 €	
Nivell 2	36.000,00 €	
- Team coordinator	36.000,00 €	5.000,00 €

Salary reviews are contemplated depending on the increases provided for in the Collective Agreement of "Comerç del Metall", of Barcelona, subject to the financial situation of the association allows it.

Present structure

Technical profiles

Junior	Number of people	Base Salary	Complements
Level 1		24.000,00 €	
Level 2	1	27.600,00 €	
Mid			
Level 1		32.000,00 €	0,00 €
Level 2		36.000,00 €	
Senior			
Level 1	1	40.000,00 €	0,00 €
Level 2		44.000,00 €	
- Team coordinator		44.000,00 €	

Non-technical profiles

Junior	Number of people	Base Salary	Complements
Level 1		24.000,00 €	
Level 2		28.000,00 €	
Mid			
Level 1		30.000,00 €	0,00 €
Level 2	2	32.000,00 €	
Senior			
Level 1		34.000,00 €	0,00 €
Level 2	1	35.000,00 €	
- Team coordinator		35.000,00 €	