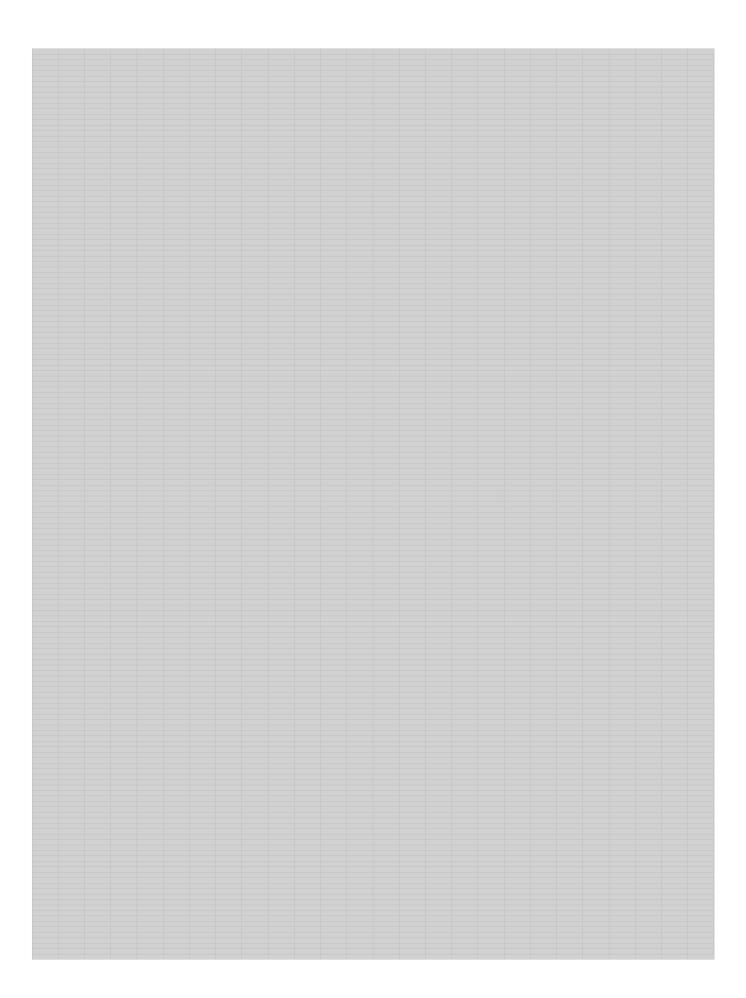
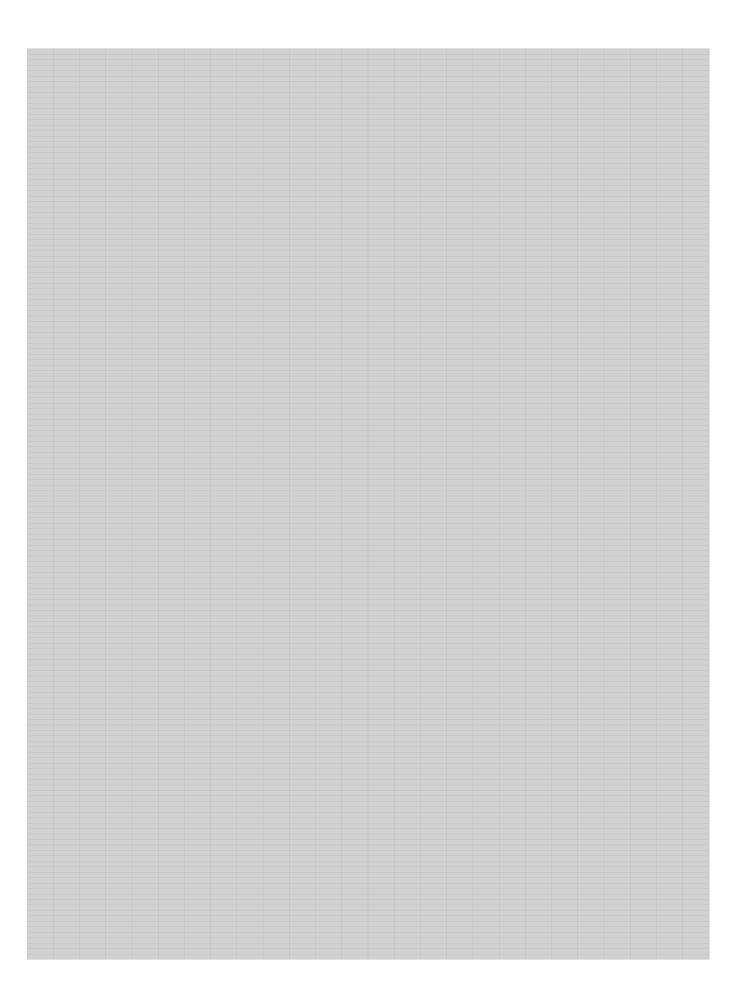
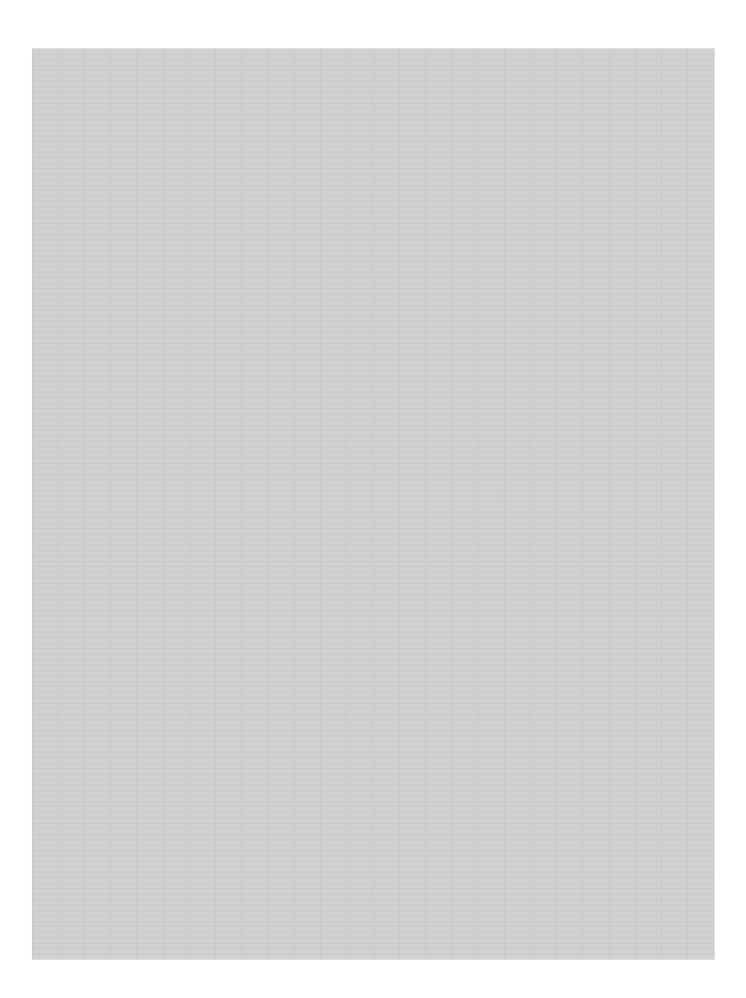
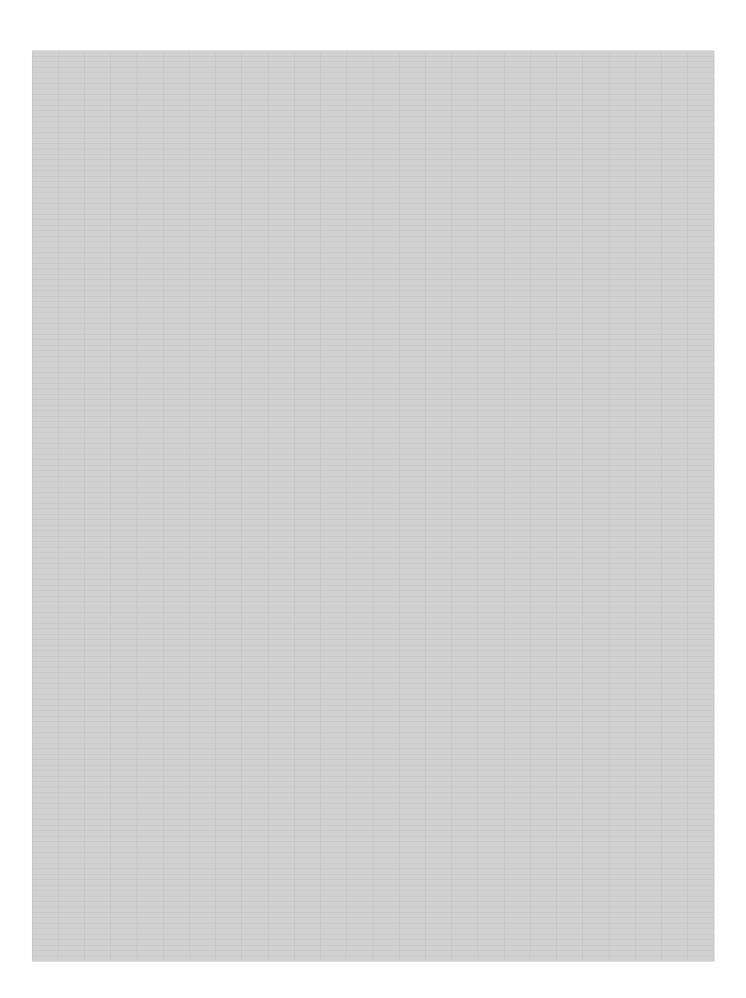
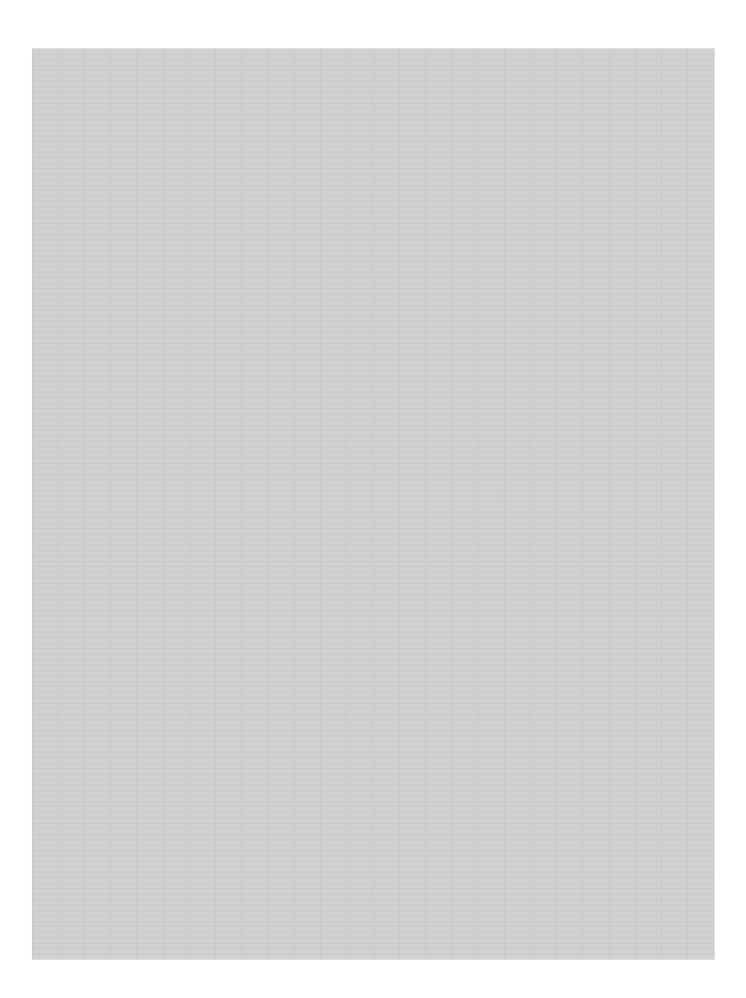
This spenatified contains the calculator for creating salary anges for new staff or advancing existing staff at CEDA.
Staffary setting is determined by two main factors: schrictal expenditure of expenditure experience.
"Referrical expensions" settle is any specialised skills or confidence between the series requires that seriors and additional compression given market demand. Our assessment of demand is offered by labor manket research and ferrigation by Use Destroy properties and set destroy and expensions of producing the series of the series requires the series of th Excluded experience "refers to the amount of apperience in a situation (Fifty vortice) in responsibilities, same level or higher (that someone brings to their specific band. For example, if a stiff member with 2 years experience in an Associate role is promoted to Series/ Associate (which constitutes a promotion within the same band), we will count 2 years of equivalent experience the extensive responsibilities, a review of the example of the example of the experience because they are not to the fidency beard.

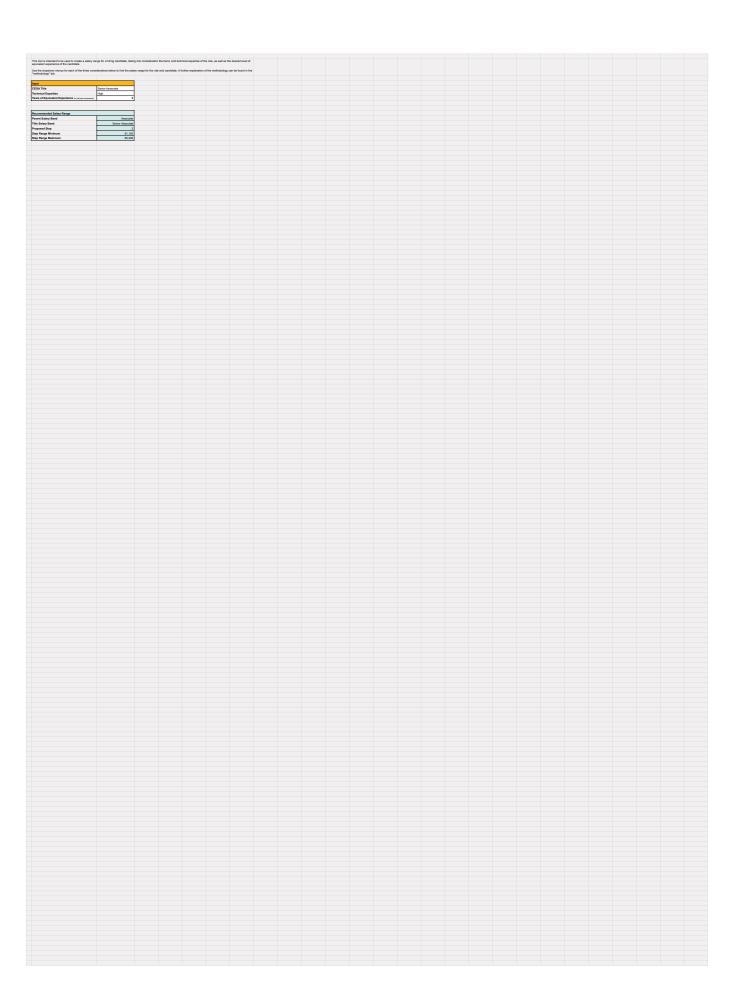












| Note the displacement on the seal of the three contributions below to find the salary region for the oal contribute. A further explanation of the mediatology can be found to the contributions of the | |
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| This tool is intended to be used to create a salary range for a hiring candidate, to equivalent experience of the candidate. | sking into consideration the band, and technical expertise of | The role, as well as the desired level of | | | | | |
|--|--|---|--|--|--|--|--|
| equivalent experience of the candidate. Use the dropdown menus for each of the three considerations below to find the simethodology" tab. | salary range for the role and candidate. A further explanation | n of the methodology can be found in the | | | | | |
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| This tool is intended to be used to create a salary range for a hiring candidate, tak equivalent experience of the candidate. | ing into consideration the band, and technical expertise of | the role, as well as the desired level of | | | | |
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| equivalent experience of the candidate. Use the dropdown menus for each of the three considerations below to find the as irreshodology? tab. | slary range for the role and candidate. A further explanation | of the methodology can be found in the | | | | |
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| This loof is intended to be used to create a salary range for a thring candidate, taking into consideration the band, and technical experience of quantitate experience of the consideration. | If the role, as well as the desired level of | | |
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| equivalent experience of the candidate. Last the dispolarion menus for each of the three considerations below to find the salary range for the role and candidate. A further explanation resthodology this. | of the methodology can be found in the | | |
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| This tool is intended to be used to create a salary ra- equivalent experience of the candidate. | inge for a hiring candidate, taki | ng into consideration the I | band, and technical expertise of | the role, as well as the | desired level of | | | | | | | | | |
|--|--|-----------------------------|----------------------------------|--------------------------|------------------|--|--|--|--|--|--|--|--|--|
| The desired services are a few and of the first services | describes below to find the coll | | | of the methods have | | | | | | | | | | |
| Use the dropdown menus for each of the three consi "methodology" tab. | CONTROL OF THE STATE OF THE STA | ay raige to the roe and | Caracas A come expension | or the methodology of | | | | | | | | | | |
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| Lookup Tables | | | | | | | | | | | | | |
|----------------------|-------------------------|---------------------|--|---------------------|------------------------|------------------|-----------------------|-----------------------|--|--|--|--|--|
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| To find the appropri | iate salary range for a | an employee, take t | he sum of their tech | nical expertise and | l level of experience. | That sum corresp | onds to a salary rang | ge seen on the chart. | | | | | |
| Technical Expertis | Se | | | | | | | | | | | | |
| Standard | 1 | Does not require h | arcity of a skillset on the market and demand for talent in the market does not far exceed supply. not require highly specific technical expertise, and experience required to do the work not require Specialized credentials | | | | | | | | | | |
| Medium | 2 | Requires either sp | t have scarcity of a skillset on the market or demand for talent in the market far exceeds supply, AND/OR uires either specific technical expertise, or experience to do the work, AND/OR cialized credentials | | | | | | | | | | |
| High | 3 | Specific technical | rcity of a skillset on the market or demand for talent in the market far exceeds supply cific technical expertise, and experience required to do the work cialized credentials | | | | | | | | | | |
| Lovel of equivalen | at experience by yea | uro (overegoed by | minimum vooro roo | usino d\ | | | | | | | | | |
| Band | Level | Low | Medium-Low | Medium | Medium-High | High | Very-High | | | | | | |
| | Points | 0 | 1 | 2 | 3 | 4 | 5 | | | | | | |
| | Executive Director | 0 | 2 | 4 | 6 | 8 | 10 | | | | | | |
| | Director | 0 | 2 | 4 | 6 | 8 | 10 | | | | | | |
| Director | Associate Director | 0 | 2 | 4 | 6 | 8 | 10 | | | | | | |
| | Senior Manager | 0 | 1.5 | 3 | 4.5 | 6 | 7.5 | | | | | | |
| Manager | Manager | 0 | 1.5 | 3 | 4.5 | 6 | 7.5 | | | | | | |
| Project Manager | Project Manager | 0 | 1 | 2 | 3 | 4 | 5 | | | | | | |
| | Senior Associate | 0 | 1 | 2 | 3 | 4 | 5 | | | | | | |
| Associate | Associate | 0 | 1 | 2 | 3 | 4 | 5 | | | | | | |
| Score | Step | | | | | | | | | | | | |
| 0 | 1 | | | | | | | | | | | | |
| 1 | 1 | | | | | | | | | | | | |
| 2 | 1 | | | | | | | | | | | | |
| 3 | 2 | | | | | | | | | | | | |
| 4 | 2 | | | | | | | | | | | | |
| 5 | 2 | | | | | | | | | | | | |
| 6 | 3 or above | | | | | | | | | | | | |
| 7 | 3 or above | | | | | | | | | | | | |
| 8 | 3 or above | | | | | | | | | | | | |

| Full Salary Bands and | Steps | | | | |
|-----------------------|--------------------|------|----------------------|-----------------|------------|
| Band | CEGA Title | Step | Annual Step Increase | Starting Salary | Max Salary |
| Associate | Associate | 1 | - | 70,100 | 73,604 |
| Associate | Associate | 2 | 1.05 | 73,605 | 77,284 |
| Associate | Associate | 3 | 1.05 | 77,285 | 81,149 |
| Associate | Associate | 4 | 1.05 | 81,150 | 85,206 |
| Associate | Senior Associate | 1 | - | 73,605 | 77,284 |
| Associate | Senior Associate | 2 | 1.05 | 77,285 | 81,149 |
| Associate | Senior Associate | 3 | 1.05 | 81,150 | 85,206 |
| Associate | Senior Associate | 4 | 1.05 | 85,207 | 89,466 |
| Associate | Senior Associate | 5 | 1.05 | 89,467 | 93,940 |
| Project Manager | Project Manager | 1 | - | 77,285 | 81,149 |
| Project Manager | Project Manager | 2 | 1.05 | 81,150 | 85,206 |
| Project Manager | Project Manager | 3 | 1.05 | 85,207 | 89,466 |
| Project Manager | Project Manager | 4 | 1.05 | 89,467 | 93,940 |
| Project Manager | Project Manager | 5 | 1.05 | 93,941 | 98,637 |
| Project Manager | Project Manager | 6 | 1.05 | 98,638 | 104,000 |
| Manager | Manager | 1 | - | 89,467 | 93,940 |
| Manager | Manager | 2 | 1.05 | 93,941 | 98,637 |
| Manager | Manager | 3 | 1.05 | 98,638 | 103,569 |
| Manager | Manager | 4 | 1.05 | 103,570 | 108,747 |
| Manager | Manager | 5 | 1.05 | 108,748 | 114,185 |
| Manager | Manager | 6 | 1.05 | 114,186 | 119,894 |
| Manager | Senior Manager | 1 | - | 98,638 | 103,569 |
| Manager | Senior Manager | 2 | 1.05 | 103,570 | 108,747 |
| Manager | Senior Manager | 3 | 1.05 | 108,748 | 119,894 |
| Manager | Senior Manager | 4 | 1.05 | 114,186 | 119,894 |
| Manager | Senior Manager | 5 | 1.05 | 119,895 | 125,000 |
| Manager | Senior Manager | 6 | 1.05 | 125,890 | 132,183 |
| Director | Associate Director | 1 | - | 114,186 | 119,894 |
| Director | Associate Director | 2 | 1.05 | 119,895 | 125,889 |
| Director | Associate Director | 3 | 1.05 | 125,890 | 132,183 |
| Director | Associate Director | 4 | 1.05 | 132,184 | 138,792 |
| Director | Associate Director | 5 | 1.05 | 138,793 | 145,732 |
| Director | Director | 1 | - | 125,890 | 132,183 |
| Director | Director | 2 | 1.05 | 132,184 | 138,792 |
| Director | Director | 3 | 1.05 | 138,793 | 145,732 |
| Director | Director | 4 | 1.05 | 145,733 | 153,019 |
| Director | Director | 5 | 1.05 | 153,020 | 160,669 |
| Director | Director | 6 | 1.05 | 160,670 | 168,703 |
| Director | Director | 7 | 1.05 | 168,704 | 177,138 |
| Director | Director | 8 | 1.05 | 177,139 | 185,995 |
| Director | Executive Director | 1 | - | 160,000 | 167,999 |

| Full Salary Bands and | Steps | | | | |
|---------------------------|--------------------|--------|-----------------------------|--|------------|
| Band | CEGA Title | Step | Annual Step Increase | Starting Salary | Max Salary |
| Director | Executive Director | 2 | 1.05 | 168,000 | 185,995 |
| Director | Executive Director | 3 | 1.05 | 185,996 | 195,295 |
| Director | Executive Director | 4 | 1.05 | 195,296 | 205,060 |
| Director | Executive Director | 5 | 1.05 | 205,061 | 237,382 |
| Director | Executive Director | 6 | 1.05 | 215,314 | 212,000 |
| | | 7 | 1.05 | 226,080 | 237,382 |
| Director | Executive Director | 8 | 1.05 | 237,383 | 249,253 |
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| CEGA PREDOC COMP | ENSATION (UC BERK | ELEY A | APPROVED) | | |
| CEGA Working Title | CEGA Steps | | Berkeley Steps | Qualifications | CEGA SCALE |
| Predoc | Step 1 | | Junior Specialist Step 1 | 0-1 yrs eq ex no MA | 64,100 |
| Predoc | Step 2 | | Junior Specialist Step 2 | 1-2 yrs eq ex no MA | 67,600 |
| Predoc | Step 3 | | Assistant Specialist Step 1 | MA with 0-2 yrs eq ex or BA with 2-4 yrs | 72,300 |
| Predoc | Step 4 | | Assistant Specialist Step 2 | MA with 2-4 yrs eq ex or BA with 4-6 yrs | 75,700 |