

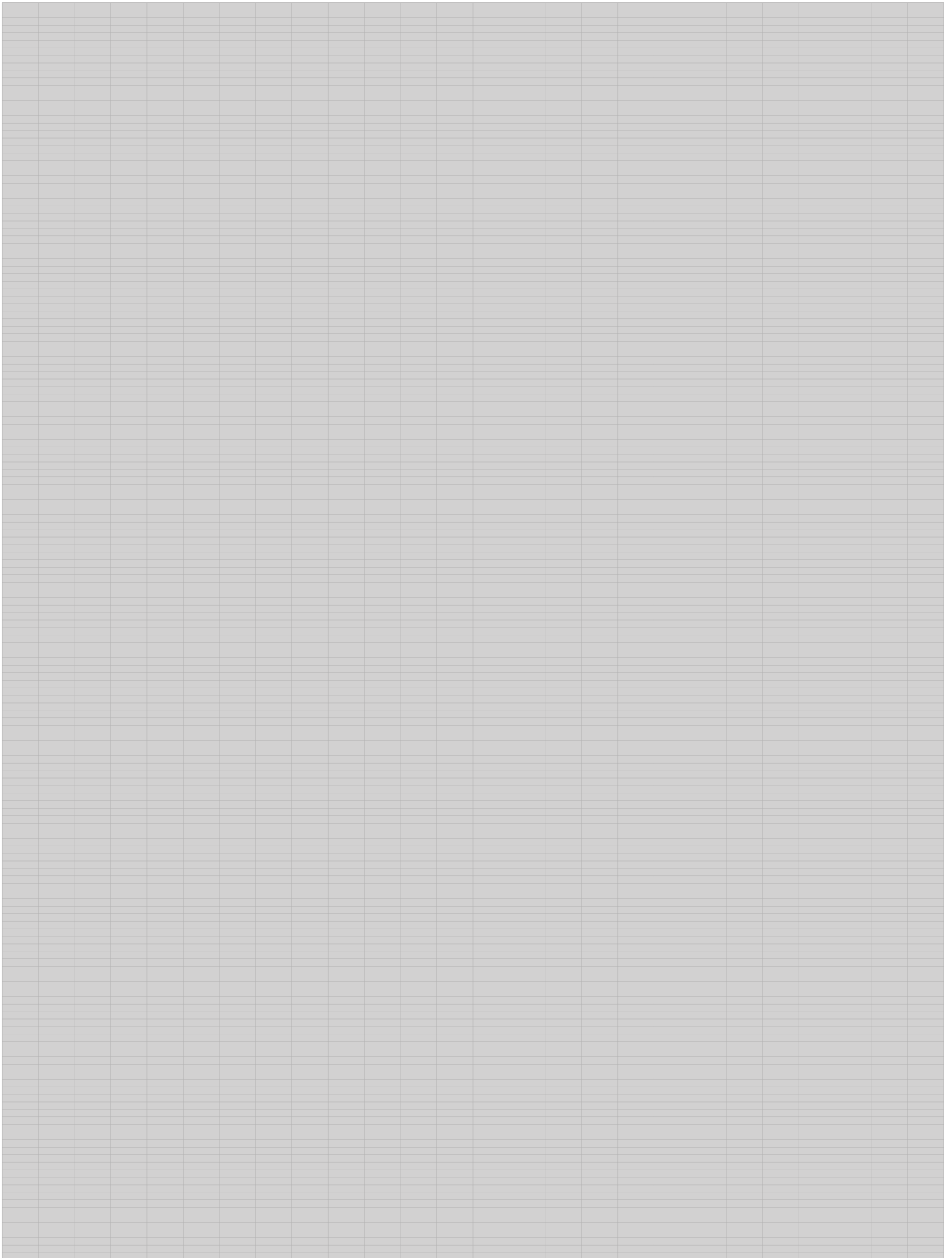
This spreadsheet contains the calculator for creating salary ranges for new staff or advancing existing staff at CEGA.

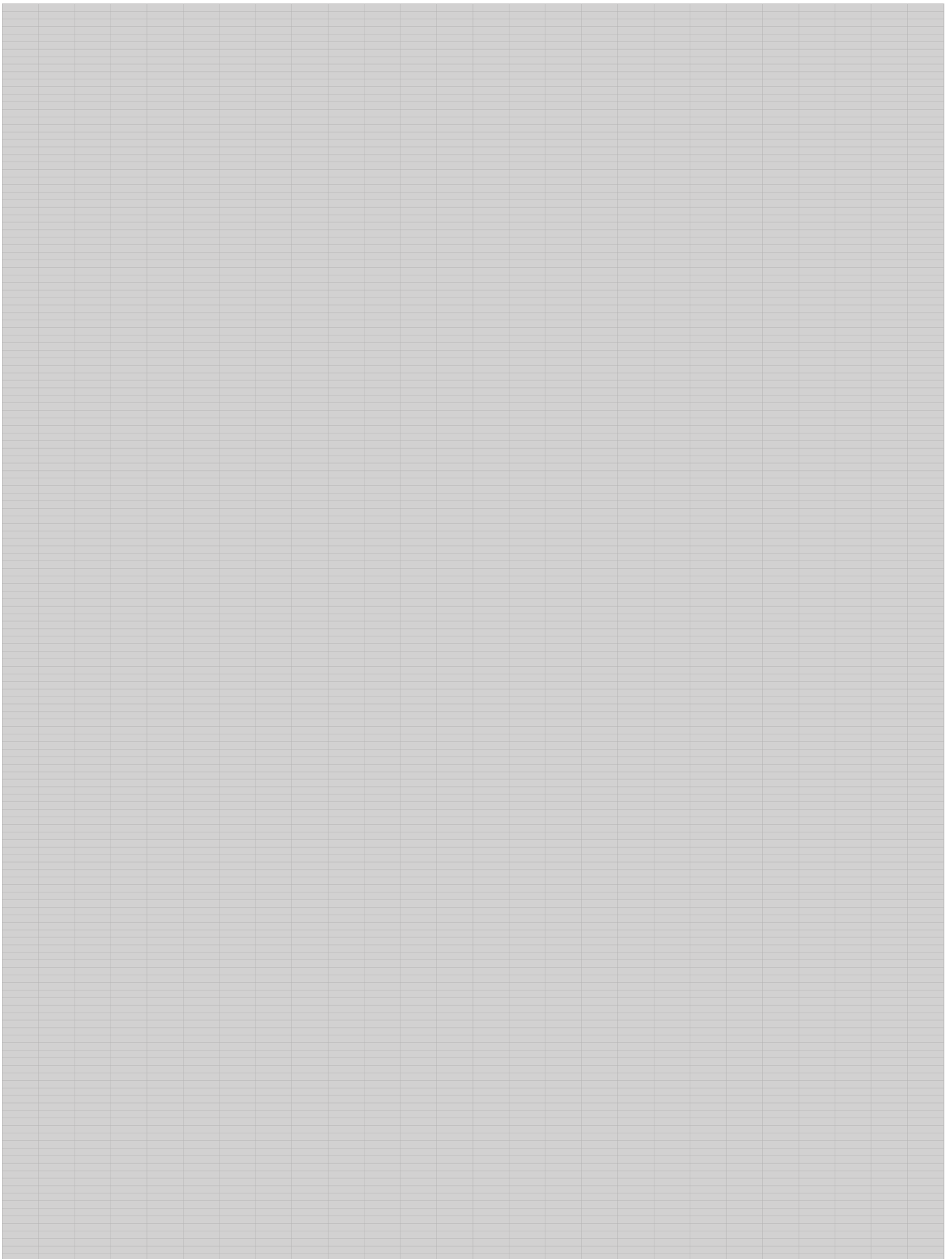
Salary setting is determined by two main factors: technical expertise and level of equivalent experience.

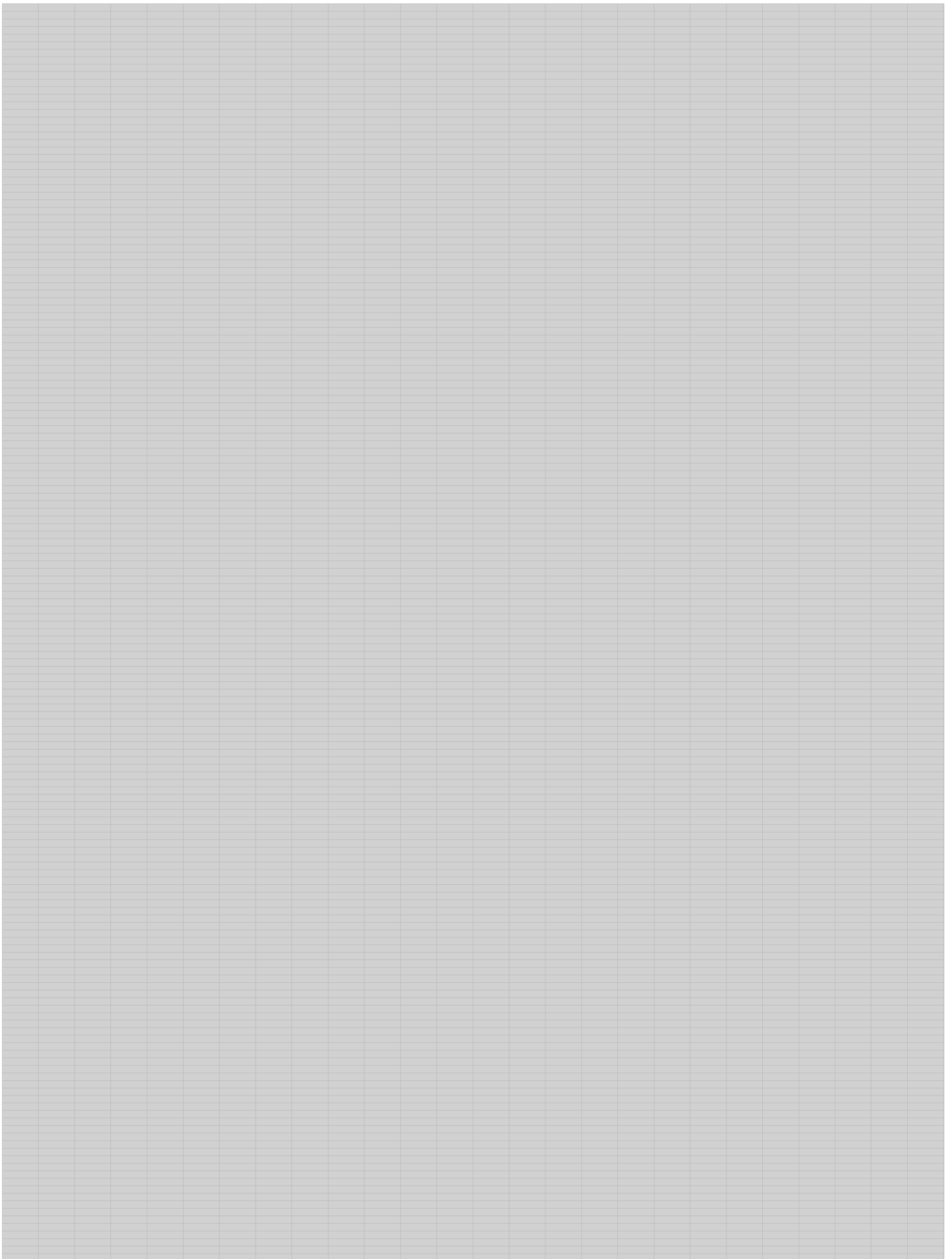
"Technical expertise" refers to any specialized skills or certifications the role requires that warrant additional compensation given market demand. Our assessment of demand is driven by labor market research and triangulated by UC Berkeley Compensation and Industry peers.

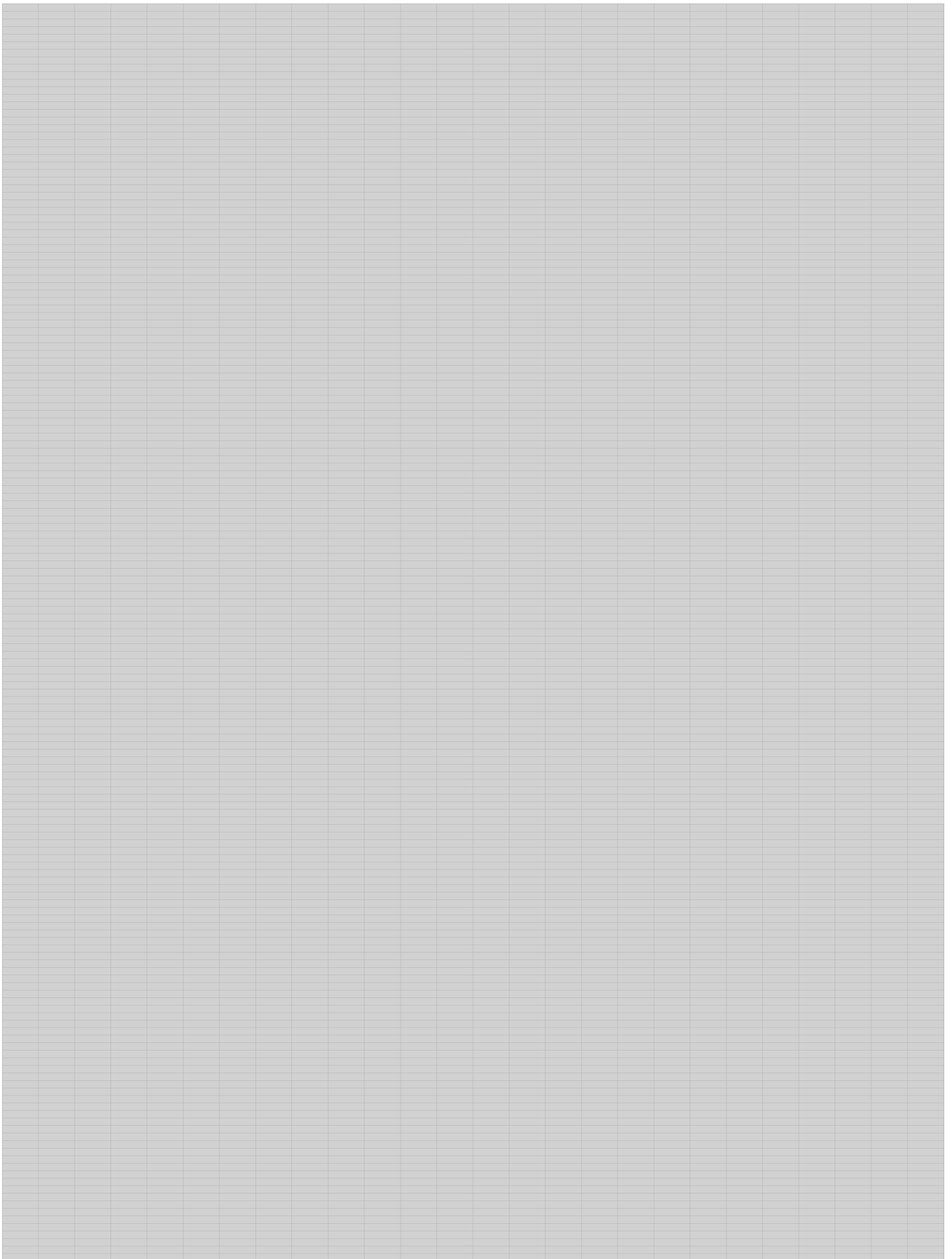
"Equivalent experience" refers to the amount of experience in a similar role (75% overlap in responsibilities, same level or higher) that someone brings to their specific band. For example, if a staff member with 2 years experience in an Associate role is promoted to Senior Associate (which constitutes a promotion within the same band), we will count 2 years of equivalent experience when determining their new step and salary. If a Senior Associate is promoted to Manager, we will count 0 years of equivalent experience because they are new to the Manager band.

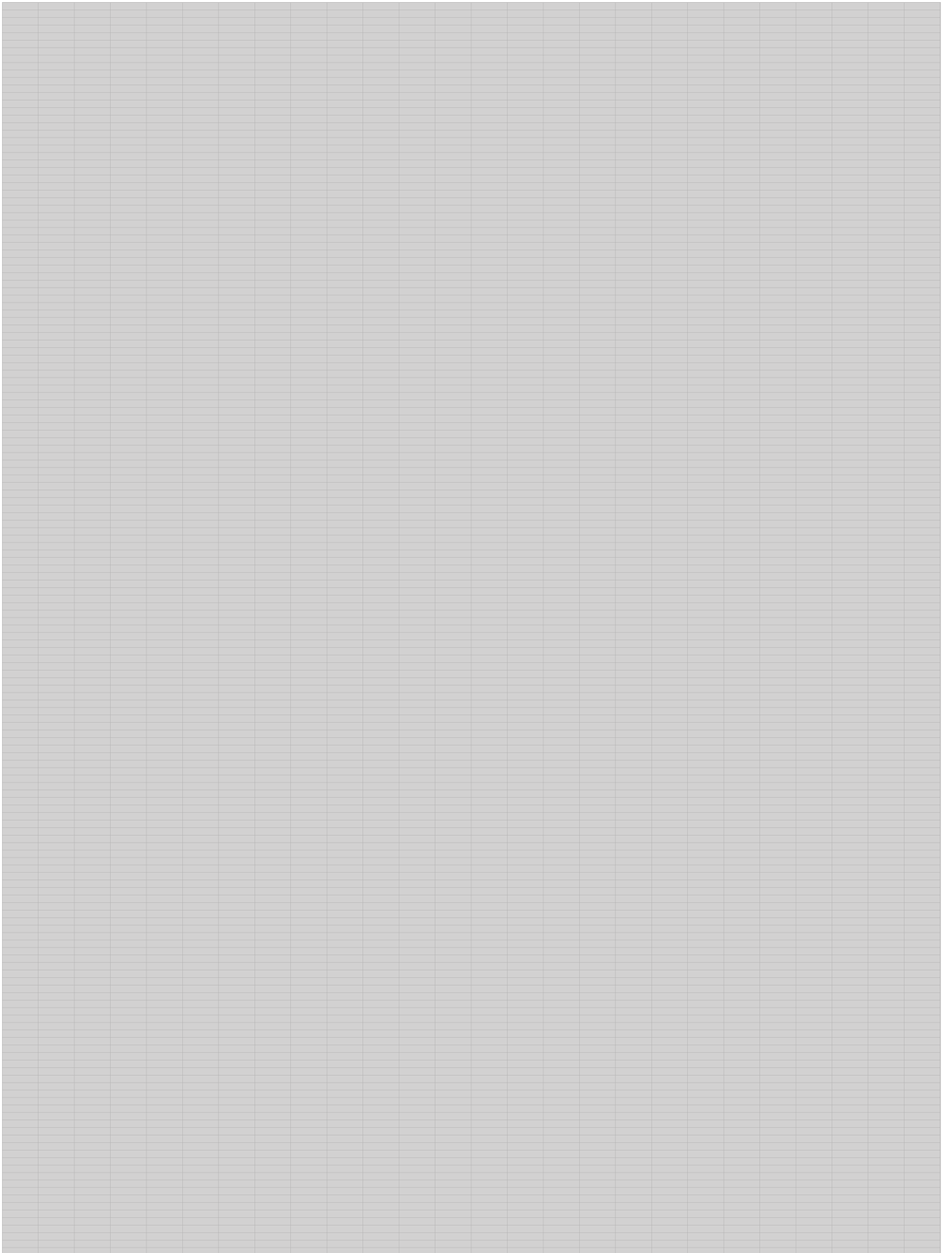
See [CEGA's Compensation Model](#) for more information.













This tool is intended to be used to create a salary range for a hiring candidate, taking into consideration the band, and technical expertise of the role, as well as the desired level of equivalent experience of the candidate.

Use the employment manual for each of the three considerations below to find the salary range for the role and candidate. A further explanation of the methodology can be found in the "methodology" tab.

<b>Band</b>	
CEGA Title	Senior Associate
Technical Expertise	Equivalent
Years of Equivalent Experience <small>(in full year increments)</small>	5

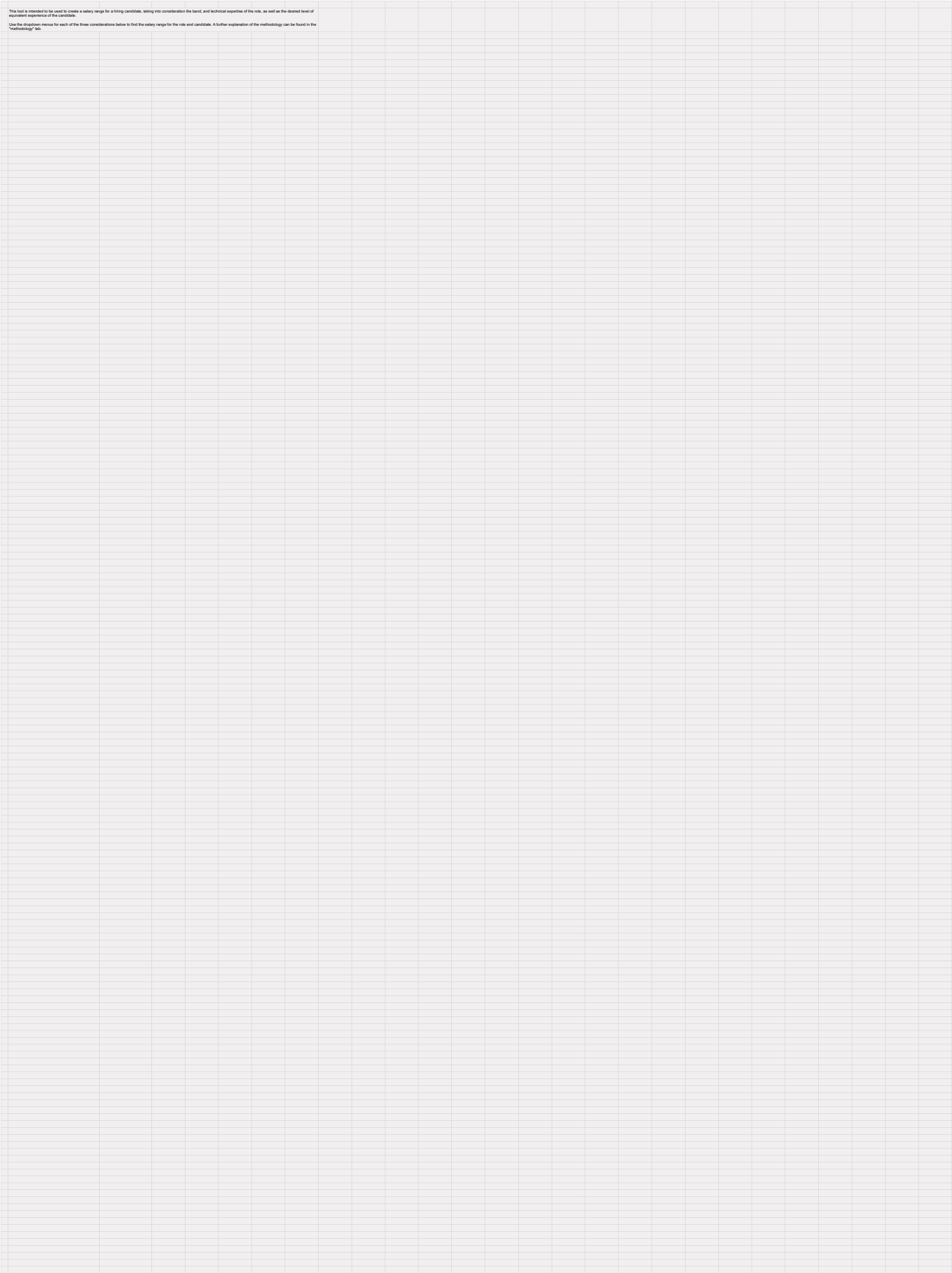
<b>Recommended Salary Range</b>	
Proposed Salary Band	Associate
Title Salary Band	Senior Associate
Proposed Step	3
Step Range Minimum	\$1,100
Step Range Maximum	\$5,200





This tool is intended to be used to create a salary range for a hiring candidate, taking into consideration the band, and technical expertise of the role, as well as the desired level of equivalent experience of the candidate.

Use the spreadsheet below for each of the three considerations below to find the salary range for the role and candidate. A further explanation of the methodology can be found in the 'methodology' tab.









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
Director	Executive Director	2	1.05	168,000	185,995

**Full Salary Bands and Steps**

Band	CEGA Title	Step	Annual Step Increase	Starting Salary	Max Salary
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

**CEGA PREDOC COMPENSATION (UC BERKELEY APPROVED)**

CEGA Working Title	CEGA Steps	Step	Berkeley Steps	Qualifications	CEGA SCALE
Predoc	Step 1	1	Junior Specialist Step 1	0-1 yrs eq ex no MA	64,100
Predoc	Step 2	2	Junior Specialist Step 2	1-2 yrs eq ex no MA	67,600
Predoc	Step 3	3	Assistant Specialist Step 1	MA with 0-2 yrs eq ex or BA with 2-4 yrs	72,300
Predoc	Step 4	4	Assistant Specialist Step 2	MA with 2-4 yrs eq ex or BA with 4-6 yrs	75,700

**CEGA POSTDOC COMPENSATION (UC BERKELEY APPROVED)**

CEGA Working Title	On-Scale Rate	Step	Off-Scale Rate	Qualifications	CEGA SCALE
Postdoc	66,737	0	19,000	Level 0 (0 - 11 months)	85,737
Postdoc	69,209	1	19,000	Level 1 (12 - 23 months)	88,209
Postdoc	71,769	2	19,000	Level 2 (24 - 35 months)	90,769
Postdoc	74,425	3	19,000	Level 3 (36 - 47 months)	93,425
Postdoc	77,179	4	19,000	Level 4 (48 - 59 months)	96,179
Postdoc	80,034	5	19,000	Level 5 (60 - 71 months)	99,034

**Lookup Tables**

To find the appropriate salary range for an employee, take the sum of their technical expertise and level of experience. That sum corresponds to a salary range seen on the chart.

**Technical Expertise**

Standard	1	No scarcity of a skillset on the market and demand for talent in the market does not far exceed supply. Does not require highly specific technical expertise, and experience required to do the work Does not require Specialized credentials
Medium	2	Must have scarcity of a skillset on the market or demand for talent in the market far exceeds supply, AND/OR Requires either specific technical expertise, or experience to do the work, AND/OR Specialized credentials
High	3	Scarcity of a skillset on the market or demand for talent in the market far exceeds supply Specific technical expertise, and experience required to do the work Specialized credentials

**Level of equivalent experience by years (expressed by minimum years required)**

Band	Level	Low	Medium-Low	Medium	Medium-High	High	Very-High
	<b>Points</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Director</b>	Executive Director	0	2	4	6	8	10
	Director	0	2	4	6	8	10
	Associate Director	0	2	4	6	8	10
<b>Manager</b>	Senior Manager	0	1.5	3	4.5	6	7.5
	Manager	0	1.5	3	4.5	6	7.5
<b>Project Manager</b>	Project Manager	0	1	2	3	4	5
<b>Associate</b>	Senior Associate	0	1	2	3	4	5
	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