

## **SALARY RECOMMENDATIONS**

### **Manager of Technical Services**

The compensation study found the current RWA salary for this position is slightly above the 62.5 percentile. However, it should be noted that the study found only four (4) comparable classes within the comparison agencies. While valid, this is the minimum number of comparable classes customarily required to determine the validity of the data. Therefore, RGS recommends no change to this salary range.

### **Manager of Strategic Affairs**

RGS could not find sufficient data to provide a valid salary recommendation based on the market. Therefore, RGS recommends the current salary relationship be maintained, and the salary for this classification be set equal to the Manager of Technical Services.

### **Manager of Government Relations**

This is a new classification proposed as a result of the classification study conducted. Due to the scope and complexity of the work, the various internal and external contacts required, the reporting relationship, and education and experience requirements, it is recommended the salary range for this classification be set equal to the Manager of Technical Services.

### **Principal Project Manager**

The compensation study found the top step of the salary range for this classification is within the 62.5 percentile. Therefore, no salary adjustment is recommended

### **Senior Project Manager**

The compensation study found the top step of this classification's salary range is 7.51% below the 62.5 percentile. Therefore, it is recommended the salary be increased to ensure the salary is within 5% of the 62.5 percentile for this classification.

### **Associate Project Manager**

The compensation study found that the top step of this classification's salary range is 8.12% below the 62.5 percentile. Therefore, it is recommended the salary be increased to ensure the salary is within 5% of the 62.5 percentile for this classification.

### **Finance and Administrative Services Manager (Previously Finance and Administrative Services Manager I)**

The compensation study found the top step of the salary range of this classification is 17.7851% below the 62.5 percentile. Therefore, it is recommended the salary be increased to ensure the salary is within 5% of the 62.5 percentile for this classification.

### **Executive Assistant**

The compensation study found the top step of the salary range for this classification is within the 62.5 percentile. Therefore, no salary adjustment is recommended

### **Project Research Assistant II**

This is a new classification proposed as a result of the classification study conducted. This classification is the journey-level class in the Project Research Assistant class series. Classifications related to each other by discipline, duties, or responsibilities but separated by level of complexity or authority (entry, journey) should be separated by approximately 10-15%. Based on the generally accepted HR practices and to ensure internal salary alignment, RGS recommends the salary for Project Research II be set fifteen percent (15%) above the Project Research Assistant I.

### **Project Research Assistant I (Previously Project Research Assistant)**

The compensation study found the top step of the salary range for this classification is within the 62.5 percentile. Therefore, no salary adjustment is recommended