

	2023-25 Compensation Base (Scott's Biennial Salary)	Rebecca's Biennial Salary	Difference In Wages	Impact to Benefits	Total Impact on 2025-2027 Budget
Executive Director	\$ 456,528.00	\$ 457,584.00	\$ 1,056.00	\$ 220.70	\$ 1,276.70
	2023-25 Compensation Base (Derrick's Biennial Salary)	Derrick's Biennial Salary with Workload Increase	Difference In Wages	Impact to Benefits	Total Impact on 2025-2027 Budget
COO/CFO	\$ 274,656.00	\$ 327,360.00	\$ 52,704.00	\$ 11,020.00	\$ 63,724.00
	2023-25 Compensation Base (CBO Biennial Salary)	Desired Recruiting Compensation Point	Difference In Wages	Impact to Benefits	Total Impact on 2025-2027 Budget
Chief Benefits Officer	\$ 252,000.00	\$ 290,000.00	\$ 38,000.00	\$ 7,942.00	\$ 45,942.00
Total Impact to 2025-2027 Budget					<u>\$ 110,942.70</u>

	Comparable Position (Biennial Wage Only) in Sister Agency	PERS' Desired Salary
Executive Director	\$ 474,816.00	\$ 457,584.00
COO/CFO	\$ 357,600.00	\$ 327,360.00
Chief Retirement Officer	\$ 361,608.00	\$ 290,000.00