

MEMORANDUM

TO: Personnel Finance Committee
FROM: Pauline Yoder, Chief Operating Officer
RE: Budget for FY 2022-2023 Decision Points
DATE: February 9, 2022

Staff requests direction from the Personnel Finance Committee regarding CRCOG's FY 2022-2023 budget.

- **Cost of Living Adjustment (COLA).** In the last few years CRCOG has used Consumer Price Index (CPI) inflation calculator as its starting benchmark for adjusting COLA (Bureau of Labor Statistics Inflation Calculator: https://www.bls.gov/data/inflation_calculator.htm, February to February). This has generally ranged from 2 to 3%. CPI has increased precipitously in the last year, and with CRCOG's usual calculation, the current estimate is between 6% and 7%. CRCOG staff requests direction on how best to approach the COLA for FY 2022-2023. With its current funding sources, CRCOG does have the ability to absorb a large base increase.
 - COLA Base increase of ____%. Any CPI increases beyond the set % would be given to CRCOG staff as a non-base bonus.
 - Base increase of ____%
 - Other options as proposed by staff or committee members.
- **Class and Compensation Study.** CTCOG will be conducting a statewide COG class and compensation study during FY 2022-2023. CRCOG last conducted a comprehensive class and compensation study almost 10 years ago. The statewide study would enable a much needed update to the salary ranges. This is informational for the committee.

CRCOG 2021-2022 Staff Salary Plan

CURRENT	JOB TITLES AND PAY GRADES	2021-2022 Pay Grades			Number of Staff
Level	Job Titles	Min	Mid	Max	
A2	Office Assistant	\$36,734	\$41,251	\$45,767	
A3	Program Assistant Accounting Assistant Administrative Assistant	\$49,369	\$52,577	\$56,085	3
A4	Executive Assistant/Office Coordinator	\$59,955	\$63,634	\$67,313	
P1	Junior Accountant Program Manager Planner Accountant	\$53,829	\$60,670	\$67,511	4
P2	Senior Planner Senior Program Manager Contracts Specialist GIS Coordinator	\$58,815	\$67,299	\$75,783	3
P3/P4	Special Projects Manager I Principal Planner I Senior GIS Coordinator Special Projects II Principal Planner II Community Development Deputy Transportation Deputy	\$62,302	\$77,541	\$92,780	P3 – 5 P4 - 6
M1	Department Director I (Directors of Transportation, Public Safety, Planning and Policy Development, Municipal Services and Finance)	\$99,955	\$107,591	\$115,227	2
M2	Department Director II/Deputy Director Chief Operating Officer	\$110,953	\$120,833	\$130,714	1
E	Executive Director				