

Pay Structure Design - FES Points and Proposed Midpoints

Job Code	Olympia Benchmark Job Titles	FES Points	Proposed Midpoint \$
105	Mail Clerk	340	\$0
155	General Clerk C	340	\$0
160	General Clerk B	440	\$0
165	General Clerk A	620	\$0
175	Secretary C	805	\$0
180	Executive Secretary	985	\$0
405	Data Entry Operator B	340	\$0
410	Data Entry Operator A	490	\$0
425	Computer Operator	835	\$0
430	Senior Computer Operator	1110	\$0
435	Computer Operations Supv.	1705	\$0
445	Computer Operations Mgr.	2685	\$0
500	Computer Programmer B	1190	\$0
505	Computer Programmer A	1630	\$0
510	Sr. Computer Programmer	1855	\$0
515	Systems Analyst C	1960	\$0
520	Systems Analyst B	2170	\$0
525	Systems Analyst A	2470	\$0
526	Senior Systems Analyst	2720	\$0
530	Applications Systems Mgr.	2790	\$0

Gathering Pay Survey Data

Job Code	Olympia Benchmark Job Titles	Olympia Community Survey		Watson Wyatt Data Surveys			The Survey Group Surveys			Proposed Midpoint \$ "Market" Rate of Pay
		Annual Pay Stat. \$	Kind of Pay Stat.	Matching Job Title/Survey	Annual Pay Stat. \$	Kind of Pay Stat.	Matching Job Title	Annual Pay Stat. \$	Kind of Pay Stat.	
105	Mail Clerk	\$25,100.00	Mean	OP2330 Mail Clerk-level 1	\$22,500.00	Weighted Avg.	Mail Messenger-11060	\$26,600.00	Weighted Avg.	\$24,733.33
155	General Clerk C	\$24,800.00		OP2210 Clerk-level 1	\$26,700.00		General Clerk 1-11030	\$27,900.00		\$26,466.67
160	General Clerk B	\$26,000.00		OP2210 Clerk-level 2	\$29,900.00		General Clerk 2-11031	\$30,500.00		\$28,800.00
165	General Clerk A	\$30,700.00		OP2210 Clerk-level 3	\$29,500.00		General Clerk 3-11032	\$35,700.00		\$31,966.67
175	Secretary C	\$30,600.00		OP2470 Secretary-level 1	\$32,900.00		Secretary 1-11010	\$30,900.00		\$31,466.67
180	Executive Secretary	\$41,700.00		OP2460 Exec Secy	\$43,500.00		Administrative Secy-11012	\$39,900.00		\$41,700.00
405	Data Entry Operator B	\$26,200.00		OP1770 Data Entry Optir-level 1			Data Entry Optir I-01090	\$22,300.00		\$24,250.00
410	Data Entry Operator A	\$30,600.00		OP1770 Data Entry Optir-level 3			Data Entry Optir II-01091	\$24,900.00		\$27,750.00
425	Computer Operator	\$31,400.00		OP1750 Comp Optir-level 2	\$34,300.00		Computer Optir-01081	\$36,500.00		\$34,066.67
430	Senior Computer Operator	\$41,900.00		OP1750 Comp Optir-level 3	\$45,300.00		Sr. Computer Optir-01082	\$42,700.00		\$43,300.00
435	Computer Operations Supv.	\$61,300.00		SM1740 Comp Ops Supv-level 2	\$58,900.00		Supv. Computer Ops-A10	\$71,600.00		\$63,933.33
445	Computer Operations Mgr.	\$75,400.00		MM1730 Info Sys Ops Mgr	\$82,300.00		Mgr. Computer Ops-A05	\$90,200.00		\$82,633.33
500	Computer Programmer B	\$48,700.00		PS1950 Prog/Analy-level 1	\$47,300.00		Business Appl Prog I-01020	\$49,700.00		\$48,566.67

Gathering Pay Survey Data

Job Code	Olympia Benchmark Job Titles	Olympia Community Survey		Watson Wyatt Data Surveys		The Survey Group Surveys			Proposed Midpoint \$ "Market" Rate of Pay
		Annual Pay Stat. \$	Kind of Pay Stat.	Matching Job Title/Survey	Annual Pay Stat. \$	Kind of Pay Stat.	Matching Job Title	Annual Pay Stat. \$	
505	Computer Programmer A	\$58,200.00		PS1950 Prog/Analyst-level 2	\$56,000.00		Business Appl Prog II-01021	\$62,600.00	\$58,933.33
510	Sr. Computer Programmer	\$73,900.00		PS1950 Prog/Analyst-level 3	\$69,100.00		Business Appl Prog III-01022	\$73,700.00	\$72,233.33
515	Systems Analyst C	\$61,600.00		PP1940 Sys Analyst-level 2	\$61,100.00		Systems Analyst I-01010		\$61,350.00
520	Systems Analyst B	\$68,400.00		PP1940 Sys Analyst-level 3	\$69,100.00		Systems Analyst II-01011	\$54,000.00	\$63,833.33
525	Systems Analyst A	\$74,100.00		PP1940 Sys Analyst-level 4	\$75,400.00		Systems Analyst III-01012	\$68,000.00	\$72,500.00
526	Senior Systems Analyst	\$82,800.00		PP1940 Sys Analyst-level 5	\$79,200.00		Systems Analyst IV-01013	\$91,400.00	\$84,466.67
530	Applications Systems Mgr.	\$85,200.00		MM1890 Sys & Prog Mgr	\$86,300.00		Mgr. Systems & Prog-A03		\$85,750.00
535	Asst. VP-Applications Systems	\$92,600.00		MM1610 Info Sys Mgr	\$90,600.00				\$91,600.00

Create a salary Structure from the data provided

Job Codes for this grade	Grade	Min	Max	Range Spread	MP Differential	Minimum*	Midpoint	Maximum
	1	200		35%				
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							

*To determine minimums based on midpoint values
multiply the midpoint value by the following factors:

Range Spread	Factor
35%	.8500
40%	.8334
45%	.8163
50%	.8000
55%	.7850