

***Proposed 2018 CRD Salary Structure
(reference: Dillon Case and Associates):***

CRD Pay Level	2018 CRD Job Rate* (\$000)	Proposed 2018 CRD Job Rate (\$000)	Market Adjustment from 2018 CRD Job Rate* to Proposed 2018 CRD Job Rate
L7	268.2	276.5	3%
L6X	231.9	231.9	0%
L6A	195.8	203.0	4%
L6CS**	195.8	187.0	-5%
L6B	167.3	167.3	0%
L5A***	150.9	150.9	0%
L5B***	142.2	150.9	6%
L4	133.0	133.5	0%
P5	129.1	130.0	1%
L3/P4	120.3	122.8	2%
L2/P3	107.7	113.0	5%
L1/P2	96.2	96.2	0%
P1	84.8	84.8	0%
A4	82.0	82.0	0%
A3	73.8	73.8	0%
A2	66.5	66.5	0%
A1	59.8	59.8	0%

**CRD job rates (2018 base salary maximums) include a 1.5 percent COLA for 2017 and a 2.0 percent COLA adjustment for 2018 to be incorporated as part of the total market adjusted compensation for 2018.*

***New pay level to align with similar positions within the external market and to maintain internal relativity*

****Combine previously split pay level into one single level, to align with similar positions in the external market and to maintain internal relativity.*