

Community Action Pay Grades and Ranges: March 2009 to present		Below Min	Minimum	Q2	Midpoint	Q3	Maximum	Above Max	Width of Range	Mid-point Step
<i>Red font indicates an hrly below <\$9.40, CA commitment to pay emps \$1+OR min wage</i>										
A			\$16,622	\$17,661	\$18,700	\$19,739	\$20,778		25%	10%
(open)			\$7.99	\$8.49	\$8.99	\$9.49	\$9.99			
B			\$17,887	\$19,228	\$20,570	\$21,912	\$23,253		30%	10%
Bus Monitor			\$8.60	\$9.24	\$9.89	\$10.53	\$11.18			
Food Services Assistant 1										
Teacher 1										
C			\$19,257	\$20,942	\$22,627	\$24,312	\$25,997		35%	10%
Bus Monitor/Driver			\$9.26	\$10.07	\$10.88	\$11.69	\$12.50			
Food Service Assistant 2										
Office Specialist 1										
D			\$21,183	\$23,036	\$24,890	\$26,743	\$28,597		35%	10%
Bus Driver			\$10.18	\$11.08	\$11.97	\$12.86	\$13.75			
Courier - Van Driver	2									
Data Entry Specialist	10%									
Office Specialist 2										
Shelter Resident Assistant										
E			\$23,301	\$25,340	\$27,379	\$29,418	\$31,456		35%	12%
Child Care Resource and Referral Spec.			\$11.20	\$12.18	\$13.16	\$14.14	\$15.12			
Intake Specialist	30									
Program Assistant 1	52%									
Program Assistant 2										
Teacher 2										

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F			\$25,553	\$28,109	\$30,664	\$33,219	\$35,775		40%	12%
	<i>Community Resource Advocate</i>		\$12.29	\$13.51	\$14.74	\$15.97	\$17.20			
	<i>Homeless Children's Program Specialist</i>	44								
	<i>Maintenance Specialist</i>	39%								
	<i>Outreach Worker</i>									
	<i>Program Assistant 3</i>									
	<i>Teacher 2/Family Support</i>									
	<i>Teacher 3</i>									
	<i>Weatherization Technician</i>									
G			\$28,620	\$31,482	\$34,344	\$37,206	\$40,068		40%	12%
	<i>(open)</i>		\$13.76	\$15.14	\$16.51	\$17.89	\$19.26			
H			\$32,054	\$35,260	\$38,465	\$41,670	\$44,876		40%	12%
	<i>Auditor/Inspector</i>		\$15.41	\$16.95	\$18.49	\$20.03	\$21.57			
	<i>Baseload Auditor/Educator</i>	9								
	<i>Benefits and Leave Specialist</i>	24%								
	<i>Bookkeeper</i>									
	<i>Early Childhood Specialist</i>									
	<i>Executive Assistant</i>									
	<i>Family Advocate</i>									
	<i>Family Support Worker</i>									
	<i>Homeless Education Liaison</i>									
	<i>Housing Program Specialist</i>									
	<i>Information Systems Technician</i>									
	<i>Project Manager</i>									
	<i>Volunteer & Community RelationsSpec.</i>									

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I			\$34,465	\$38,773	\$43,081	\$47,389	\$51,697		50%	14%
	<i>Community Res Advocate Supervisor</i>		\$16.57	\$18.64	\$20.71	\$22.78	\$24.85			
	<i>Energy Education Coord (Supervisor)</i>	1								
	<i>Food Service Coordinator - (Supervisor)</i>	6%								
	<i>Human Resource Generalist</i>									
	<i>New Parent Network Supervisor</i>									
	<i>Program Area Coordinator (Supervisor)</i>									
	<i>Shelter Resident Assistant Supervisor</i>									
	<i>Weatherization Supervisor</i>									
J			\$39,290	\$44,201	\$49,112	\$54,023	\$58,935		50%	14%
	<i>Associate Director of Development</i>		\$18.89	\$21.25	\$23.61	\$25.97	\$28.33			
	<i>CACFP Coordinator</i>	1								
	<i>Education Services Coordinator</i>	10%								
	<i>Enrollment Systems Coordinator</i>									
	<i>Family Services Coordinator</i>									
	<i>Grants Manager</i>									
	<i>Health Services Coordinator</i>									
	<i>Information & Referral/211 Coordinator</i>									
	<i>IT Supervisor</i>									
	<i>Opening Doors Program Coordinator</i>									
	<i>Operations Manager</i>									
	<i>Transportation Supervisor</i>									

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K <i>Child Care Resource & Referral Manager</i> <i>Disabilities/Mental Health Services Coord</i> <i>Energy Conservation Manager</i> <i>Energy and Emergency Program Manager</i> <i>Fiscal Operations Manager</i> <i>Housing & Homeless Services Manager</i> <i>Program Manager, Birth to Five & EHS</i> <i>Program Manager, Pre-Kindergarden HS</i>		\$44,790 \$21.53	\$50,389 \$24.23	\$55,988 \$26.92	\$61,587 \$29.61	\$67,185 \$32.30		50%	16%
L <i>(open)</i>		\$50,938 \$24.49	\$57,942 \$27.86	\$64,946 \$31.22	\$71,950 \$34.59	\$78,954 \$37.96		55%	18%
M <i>Child Development Director</i> <i>Development and Community Relations Director</i> <i>Family and Community Resources Director</i> <i>Finance and Administration Director</i> <i>Human Resource Director</i>		\$60,107 \$28.90	\$68,372 \$32.87	\$76,636 \$36.84	\$84,901 \$40.82	\$93,166 \$44.79		55%	n/a