

	A	B	C	D	E	F	G	H	I	J	K	L
2	Positions	Current salary	2021 adjustment %	2021 adjusted salary		Scenario B: 2022 adjustment %	Scenario A: Adjusted salary 2022	Scenario A: Salary Bands 2022 - 2024		Scenario B: 2022 adjustment %	Scenario B: Adjusted salary 2022	Scenario B: Salary Bands 2022 - 2024
3	Executive	\$80,000	50%	\$120,000		15%	\$138,000	\$120,000 - \$160,000		15%	\$138,000	\$120,000 - \$160,000
4	Associate Executive	\$75,000	No adjustment	No adjustment		25%	\$93,750	\$94,000 - \$124,000		15%	\$86,250	\$86,000 - \$116,000
5	Director	\$70,000	No adjustment	No adjustment		25%	\$87,500	\$88,000 - \$108,000		15%	\$80,500	\$81,000 - \$101,000
6	Manager	\$60,000	No adjustment	No adjustment		25%	\$75,000	\$75,000 - \$90,000		15%	\$69,000	\$70,000 - \$85,000
7	Coordinator	\$60,000	No adjustment	No adjustment		17%	\$70,200	\$70,000 - \$85,000		10%	\$66,000	\$66,000 - \$81,000
8	Assistant	N/A	No adjustment	No adjustment		N/A	\$60,000	\$60,000 - \$75,000		N/A	\$60,000	\$60,000 - \$75,000
9												

	A	B	C	D	E	F	G	H	I
1	MCHF Position	Position Equivalent - Fair Pay Survey	Definitions - Fair Pay Survey 2021		Average by org (all)	% Variance (current salary)	Expenses (\$500k - \$999k) - median 50%	% Variance (current salary)	
10	Botanical Garden	CEO	2020 990		2020	88,662.00	1.7 Million	926,000.00	
11	MCHF	Executive Director	2019 990		2021	80,000.00	1.7 Million	300,000.00	
12	Bank		2018 990		2018	70,505.00	1.9 Million	215,000.00	
13	Center	Executive Director	2019 990		2019	63,732.00	1/2 Million	285,000.00	
14	Center	Executive Director	2019 990		2019	90,322.00	1/2 million	233,000.00	
15	County	Executive Director	2018 990		2018	173,920.00	2.5 Million	390,515.00	
16	Foundation	Executive Director	2020 990		2020	85,145.00	1.7 million	338,000.00	
17	City of Fort Bragg	Admin Services Director	2018 Transparent CA web site		2018	111,627.00			

		EXECUTIVE DIRECTOR		
Criteria Type	Relevant Descriptor	10th	25th	50th
Annual Expenses	Avg. 290K	56,009	66,463	73,900
Geo Location	North Coast	62,805	81,994	73,900
Field of Service	Healthcare	111,210	142,347	215,000
Number of FTE's	FTE 1-5	65,000	75,921	101,500
Employees Mqnaaged	Employees 1-3	70,600	83,200	106,525
	AVERAGE	73,125	89,985	114,165