

EP3.8 -
Made Public on April 6, 2023

	Korn Ferry 2023 Mid-Point and Salary Ranges					Recommended by Korn Ferry	CONFIDENTIAL ATTACHMENT 2				
	ExPlace					Projected* 2023 Market- Analysis Salary P50	Preliminary 2023 Salary Midpoint			Recommended	
	Pay Grade	No. of Employees	2022 Salary Min (91%)	2022 Salary Midpoint	2022 Salary Max (115%)		Salary Midpoint	Midpoint Progression	Midpoint Change vs. 2022	2023 - Min 91%	2023 - Max 115%
	14	6	127,630	139,964	160,959	156,040	153,500	14%	10%	139,685	176,525
	13	1	116,452	127,707	146,863	133,550	134,900	13%	6%	122,759	155,135
	12	1	101,835	111,674	128,425	117,090	119,400	13%	7%	108,654	137,310
	11	2	90,755	99,528	114,457	107,490	106,000	12%	7%	96,460	121,900
	10	14	80,915	88,729	102,038	94,060	95,000	12%	7%	86,450	109,250
	9	18	72,030	78,990	90,839	84,500	85,100	11%	8%	77,441	97,865
	8	30	64,006	70,196	80,725	76,780	78,900	10%	10%	71,799	90,735
	7	21	57,509	63,070	72,530	69,690	71,700	8%	11%	65,247	82,455
	6	8	53,210	58,351	67,104	64,600	66,600	6%	11%	60,606	76,590
	5	10	49,676	54,476	62,647	61,100	61,100	6%	12%	55,601	70,265
	4	23	46,430	50,914	58,551	58,030	57,900	5%	14%	52,689	66,585
	3	10	43,945	48,190	55,419	55,500	55,300	4%	15%	50,323	63,595
	2	0	41,747	45,782	52,649	53,890	53,000	4%	16%	48,230	60,950
	1	4	40,026	43,898	50,483	51,970	51,000	-	16%	46,410	58,650
	* Based on an anticipated base salary policy increase of 2% for broader public sector organizations.										