



336-705-6322



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PO Box 12345
Winston-Salem, NC 27117

Please be advised.

Certain information has been omitted and revised for confidential purposes of eFokkus client.



Kamm Perry
Employee Retention Specialist
June 21, 2023

Dear Compensation Salary Scale Presentative's,

Subject: Completed Compensation Salary Scale by eFokkus

I hope this email finds you well. I am thrilled to present the completed compensation salary scale, developed by eFokkus, for the benefit of Salary Scale Presentative. I have worked diligently to analyze the various aspects of your organization's compensation structure, considering industry benchmarks, internal equity, employee performance, years of service and market trends.

After careful consideration and comprehensive research, I am pleased to present the final compensation salary scale that I believe will optimize Salary Scale Presentative's compensation practices and ensure alignment with your goals and values. The scale has been designed to strike a balance between market competitiveness, internal equity, career progression, performance-based rewards, years of service and compliance with legal requirements.

Key Highlights of the Completed Compensation Salary Scale:

- 1. Market Competitiveness:** My analysis of industry benchmarks and market trends ensures that Salary Scale Presentative 's compensation remains competitive, allowing you to attract and retain top talent in your industry. The scale considers the current market conditions and salary expectations of employees in similar roles.
- 2. Internal Equity:** I have placed a strong emphasis on establishing a fair and transparent compensation system within Salary Scale Presentative. The completed scale ensures that employees are compensated based on their skills, experience, and years of contributions to the organization. By maintaining internal equity, you promote a sense of fairness and motivation among your workforce.
- 3. Career Progression:** The compensation salary scale provides a clear pathway for career growth and development within Salary Scale Presentative Company. It outlines the various salary ranges, empowering employees to advance and achieve their professional goals. This focus on career development will contribute to increased employee satisfaction and engagement.
- 4. Performance-based Rewards:** I understand the importance of recognizing and rewarding exceptional performance. The completed compensation salary scale incorporates performance-based rewards, which incentivize employees to excel in their roles. By linking compensation to individual and team achievements, you can foster a high-performance culture within Salary Scale Presentative.
- 5. Compliance and Fairness:** Rest assured that the completed compensation salary scale adheres to all legal requirements and standards. I have carefully ensured that the scale is compliant with relevant labor laws and regulations, protecting both Salary Scale Presentative Company and its employees. This commitment to compliance underscores our dedication to fairness and transparency.

I am excited to present the completed compensation salary scale to you and the Salary Scale Presentative organization team. I believe that this comprehensive solution will enhance your compensation practices, positioning you for continued success and growth.

Should you require any further information to address any questions or concerns you may have regarding the completed compensation salary scale, please do not hesitate to contact me directly. Once again, I sincerely appreciate the opportunity to partner with Salary Scale Presentative in optimizing your compensation structure.

Thank you for your time, it's been a pleasure working with you.

Warmest regards,

Kamm Perry
Employee Retention Specialist
eFokkus

Salary Scale Presentative Compensation Salary Scale

Title	Market Range - Annual			
	Min 25%	Mid 50%	Max 75%	
Case Supervisor	\$ 46,350	\$ 65,480	\$ 104,800	\$ 72,210.00
	\$ 41,365	\$ 58,150	\$ 93,360	\$ 64,291.67
	\$ 43,857.50	\$ 61,815.00	\$ 99,080.00	\$ 68,250.83
Deputy Director	\$ 45,660	\$ 69,610	\$ 113,960	\$ 76,410.00
	\$ 41,680	\$ 65,400	\$ 108,350	\$ 71,810.00
	\$ 43,670.00	\$ 67,505.00	\$ 111,155.00	\$ 74,110.00
Development Coordinator	\$ 85,210	\$ 136,790	\$ 217,500	\$ 146,500.00
	\$ 74,265	\$ 65,400	\$ 108,350	\$ 82,671.67
	\$ 79,737.50	\$ 101,095.00	\$ 162,925.00	\$ 114,585.83
Executive Director	\$ 166,120	\$ 239,200	\$ 239,200	\$ 214,840.00
	\$ 89,185	\$ 122,090	\$ 211,365	\$ 140,880.00
	\$ 127,652.50	\$ 180,645.00	\$ 225,282.50	\$ 177,860.00
Program Director	\$ 65,110	\$ 106,060	\$ 173,330	\$ 114,833.33
	\$ 58,305	\$ 100,715	\$ 166,240	\$ 108,420.00
	\$ 61,707.50	\$ 103,387.50	\$ 169,785.00	\$ 111,626.67
Transition Aged Youth Coordinator	\$ 46,350	\$ 65,480	\$ 104,800	\$ 72,210.00
	\$ 41,515	\$ 58,150	\$ 93,360	\$ 64,341.67
	\$ 43,932.50	\$ 61,815.00	\$ 99,080.00	\$ 68,275.83
Outreach Director	\$ 60,350	\$ 96,310	\$ 151,100	\$ 102,586.67
	\$ 53,560	\$ 85,275	\$ 137,210	\$ 92,015.00
	\$ 56,955.00	\$ 90,792.50	\$ 144,155.00	\$ 97,300.83
Volunteer Coordinator	\$ 49,860	\$ 85,610	\$ 139,440	\$ 91,636.67
	\$ 44,600	\$ 74,925	\$ 127,750	\$ 82,425.00
	\$ 47,230.00	\$ 80,267.50	\$ 133,595.00	\$ 87,030.83
Office Manager	\$ 30,010	\$ 43,760	\$ 68,170	\$ 47,313.33
	\$ 30,010	\$ 43,760	\$ 68,170	\$ 47,313.33
	\$ 30,010.00	\$ 43,760.00	\$ 68,170.00	\$ 47,313.33

	Suggested Salary	Min	Midpoint	Max
Case Supervisor	\$ 65,145.42	\$ 62,040.01	\$ 68,250.83	\$ 74,461.66
Deputy Director	\$ 68,885.25	\$ 63,660.49	\$ 74,110.00	\$ 84,559.51
Development Director	\$ 103,127.25	\$ 91,668.67	\$ 114,585.83	\$ 137,503.00
Executive Director	\$ 160,074.00	\$ 142,288.00	\$ 177,860.00	\$ 213,432.00
Program Director	\$ 100,464.00	\$ 89,301.33	\$ 111,626.67	\$ 133,952.00
Transition Aged Youth Coordinator	\$ 65,169.28	\$ 62,062.73	\$ 68,275.83	\$ 74,488.93
Outreach Director	\$ 92,873.65	\$ 88,446.46	\$ 97,300.83	\$ 106,155.21
Volunteer Coordinator	\$ 80,895.16	\$ 74,759.49	\$ 87,030.83	\$ 99,302.18
Office Manager	\$ 45,160.58	\$ 43,007.82	\$ 47,313.33	\$ 51,618.85



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Salary ranges were determined by taking the average of two sources of data (O'net and Careeronestop.com). The averages of the ranges were used as midpoints. Once the midpoints were determined, two different salary ranges were used to determine the minimum and maximum salaries for each position. The 20% (+/- 9.1) pay range was used for Transition Aged Youth Coordinator, Case Supervisor, Officer Manager and 35% (+/-14.9%) pay range was used for Outreach Director, Volunteer Coordinator, Deputy Director and 50% (+/- 20%) pay range was used for Development Director, Program Manager, Chief Program Officer and Executive Director. These Ranges were used to give higher hiring salaries to recruit the best candidates across the Riverdale, MD and surrounding areas for each position.



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Explanation:

Upon conducting a thorough analysis of salary data obtained from five (5) different sources in Riverdale, MD, Greenbelt, MD, and College Park, MD, it has become evident that the organization's current salary data may have originated from sources outside the requested three surrounding areas. Particularly, it is likely that the data includes salaries from Washington, DC, which is not compatible with the salary trends observed in Riverdale, MD, Greenbelt, MD, and College Park, MD. The salaries in the Washington, DC area significantly exceed those in the aforementioned locations.

Recommendation:

To ensure market competitiveness and salary equity within the Riverdale, MD, Greenbelt, MD, and College Park, MD areas, it is strongly recommended that Salary Scale Presentative adopts the salary figures provided on Page 2. These figures should be utilized for determining both current and future salaries. By implementing this revised salary scale, Salary Scale Presentative can effectively align its compensation structure with the prevailing market rates in the target regions, thereby promoting fairness and attracting top talent in Riverdale.