

# Licensed Staff

## Estimated Pay Increase Information Based on Actual/Current Salaries

GENERAL

		CURRENT PAY			
		<\$43,125	\$43,125 - \$51,749	\$51,750 - \$63,250	\$63,251 - \$102,700
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Schedule	1.5% of employees in range	4% of employees in range	11.6% of employees in range	29.8% of employees in range	
	Hired prior to 2012/13			94% recently received 4.8% pay freeze increase in 2018-19	99.8% recently received 4.8% pay freeze increase in 2018-19
Estimated Pay Increase	6%	5%	3%	1.5%	
Hired on Salary Bands	12.5% of employees in range	12.9% of employees in range	7.8% of employees in range	1.3% of employees in range	
	Hired 2012/13 — 2016/17				
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Ranges	5.3% of employees in range	6.3% of employees in range	4.8% of employees in range	2.1% of employees in range	
	Hired 2017/18 — 2018/19				
Total	19.3% of employees in range	23.2% of employees in range	24.2% of employees in range	33.2% of employees in range	

HARD TO HIRE

		CURRENT PAY			
		<\$48,375	\$48,375 - \$58,049	\$58,050 - \$70,950	\$70,951 - \$98,700
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Schedule	1.2% of employees in range	5.3% of employees in range	12% of employees in range	22.2% of employees in range	
	Hired prior to 2012/13			91.8% recently received 4.8% pay freeze increase in 2018-19	100% recently received 4.8% pay freeze increase in 2018-19
Estimated Pay Increase	6%	5%	3%	1.5%	
Hired on Salary Bands	11.8% of employees in range	13% of employees in range	11.6% of employees in range	1.5% of employees in range	
	Hired 2012/13 — 2016/17				
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Ranges	6% of employees in range	9% of employees in range	5.3% of employees in range	1.3% of employees in range	
	Hired 2017/18 — 2018/19				
Total	19% of employees in range	27.3% of employees in range	28.9% of employees in range	24.7% of employees in range	

SPECIALIST

		CURRENT PAY			
		<\$53,250	\$53,250 \$63,899	\$63,900 - \$78,100	\$78,101 - \$103,800
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Schedule	1.6% of employees in range	6.8% of employees in range	12% of employees in range	14.6% of employees in range	
	Hired prior to 2012/13			91.4 recently received 4.8% pay freeze increase in 2018-19	98.6% recently received 4.8% pay freeze increase in 2018-19
Estimated Pay Increase	6%	5%	3%	1.5%	
Hired on Salary Bands	9.9% of employees in range	14.8% of employees in range	13% of employees in range	2.7% of employees in range	
	Hired 2012/13 — 2016/17				
Estimated Pay Increase	3%	2.5%	1.5%	1%	
Hired on Salary Ranges	6.6% of employees in range	7.6% of employees in range	8.5% of employees in range	1.9% of employees in range	
	Hired 2017/18 — 2018/19				
Total	18.1% of employees in range	29.2% of employees in range	33.5% of employees in range	19.2% of employees in range	