



**SYSTEM WIDE SALARY RANGES – To be effective July 1, 2020**

Position Title	FLSA Status	# of Positions	Salary Range		
			Minimum	Median	Maximum
Customer Service Specialist- Business Services (2), Career Centers (3), Corporate Office (1)	Nonexempt	6	31,200	33,114	35,000
			<b>\$15.00</b>	<b>\$15.92</b>	<b>\$16.83</b>
Career Development Specialist I (Intakes)	Nonexempt	5	31,200	33,114	35,000
			<b>\$15.00</b>	<b>\$15.87</b>	<b>\$16.83</b>
Career Development Specialist II (7 WIOA, 3 WT, 2 SNAP, 2 RESEA, 7 Youth, 10 ESRIs)	Nonexempt	32	37,000	39,500	42,000
			<b>\$17.79</b>	<b>\$18.99</b>	<b>\$20.19</b>
Accounting Clerk	Nonexempt	1	37,000	39,500	42,000
			<b>\$17.79</b>	<b>\$18.99</b>	<b>\$20.19</b>
Career Development Specialist III (Integrated)	Nonexempt	4	40,000	44,500	49,000
			<b>\$19.23</b>	<b>\$21.39</b>	<b>\$23.55</b>
Program Quality Assurance Specialist	Nonexempt	1	40,000	44,500	49,000
			<b>\$19.23</b>	<b>\$21.39</b>	<b>\$23.55</b>
Career Development Specialist IV (Leads: 1 Youth, 2 WP)	Nonexempt	3	42,000	45,000	50,000
			<b>\$20.19</b>	<b>\$21.63</b>	<b>\$24.04</b>
HR Generalist	Nonexempt	1	44,000	49,000	54,000
			<b>\$21.15</b>	<b>\$23.56</b>	<b>\$25.96</b>
Business Services Consultant	Nonexempt	3	44,000	49,000	54,000
			<b>\$21.15</b>	<b>\$23.56</b>	<b>\$25.96</b>
Accountant	Exempt	1	<b>50,000</b>	<b>55,000</b>	<b>60,000</b>
Operations Manager (1 Youth, 2 Career Services, 1 WP Services, 1 Facilities, 1 Outreach & Education, 1 Business Services)	Exempt	7	<b>50,000</b>	<b>55,000</b>	<b>60,000</b>
Operations Director (1 OSO, 1 Special Projects)	Exempt	1	<b>55,000</b>	<b>60,000</b>	<b>65,000</b>
Vice President of Operations	Exempt	1	<b>67,000</b>	<b>72,000</b> <b>70,000</b>	<b>77,000</b>
Vice President of Finance	Exempt	1	<b>70,000</b>	<b>80,000</b> <b>85,500</b>	<b>90,000</b>
President & CEO	Exempt	1	<b>2020/2021 Base Pay = \$186,923</b>		
Total		<b>68</b>			

**NOTE:** Some benefit programs require contributions from the employee, but most are fully paid by CSP. The following benefits are available to eligible employees: Dental Insurance, Health Insurance, Life Insurance, Short-Term Disability, Long-Term Disability, Vision Care Insurance, Workers Compensation Benefit, 401(k) Savings Plan. Performance Incentives awarded between July 1, 2020 to December 31, 2020 for Eligible staff = from \$100 to \$12,100; CEO = \$3,500