

Market Salary Adjustment Budget Impact

1	2	3	4	5
CAO Current Pay	CAO Proposed Average Pay ¹	HR Proposed Average Pay ²	CAO Proposed Max Pay ¹	HR Proposed Max Pay ²
City Auditor \$ 136,500.00	City Auditor \$ 185,725.43	City Auditor \$ 197,631.60	City Auditor \$ 215,013.00	City Auditor \$ 229,197.43
Senior Auditor \$ 100,000.00	Senior Auditor \$ 100,582.93	Senior Auditor \$ 94,158.46	Senior Auditor \$ 124,976.00	Senior Auditor \$ 115,150.64
Senior Auditor \$ 88,880.00	Senior Auditor \$ 100,582.93	Senior Auditor \$ 94,158.46	Senior Auditor \$ 124,976.00	Senior Auditor \$ 115,150.64
Auditor \$ 74,082.75	Auditor \$ 73,699.08	Auditor \$ 71,704.86	Auditor \$ 82,360.00	Auditor \$ 94,735.00
Auditor \$ 60,304.00	Auditor \$ 73,699.08	Auditor \$ 71,704.86	Auditor \$ 82,360.00	Auditor \$ 94,735.00
Audit Assoc. \$ 60,304.00	Audit Assoc. \$ 69,123.71	Audit Assoc. \$ 67,935.71	Audit Assoc. \$ 77,012.00	Audit Assoc. \$ 81,835.01
Audit Intern ³ \$ 15,225.60	Audit Intern ³ \$ 17,742.40	Audit Intern ³ \$ 17,742.40	Audit Intern ³ \$ 17,742.40	Audit Intern ³ \$ 17,742.40
\$ 535,296.35	\$ 621,155.56	\$ 615,036.35	\$ 724,439.40	\$ 748,546.12

Indirect Impact on Annual Budget	\$ 85,859.21	\$ 79,740.00	\$ 189,143.05	\$ 213,249.77
Percentage Impact on Annual Salary Budget	15%	14%	33%	38%
Percentage Impact on Total Annual Budget	12%	11%	27%	30%
Net Impact on Annual Budget Minus Open Position	\$ 20,728.21	\$ 14,609.00	\$ 124,012.05	\$ 148,118.77

Factors to Consider:
1. Considering years of experience, maximum average salary applied
2. City Auditor 35+ Years Experience, Senior Auditors have 15+ years experience.
3. Auditors have 3+ years experience.
4. Current Inflation.
5. High Staff Shortage due to budget cut.
6. Leadership working 12-14 hours/day due to understaffing.
7. Ensure staff independency, fair compensation, and competitiveness.
8. Staff and budget increases for other City of Corpus Christ departments and appointed positions.
9. Retention and attraction of the qualified staff and the Importance of Moral and productivity.

¹ Amounts from CAO salary study

² Amounts from HR salary study

³ Currently \$14.64/hour, proposed \$17.06/hour