



# Pay Plan Study

Stephen Murphy

<b>Exemption Recommendations</b>	
(based on review of job descriptions provided by client)	
	<b>Recommended</b>
<b>Title</b>	<b>Status</b>
ABC Law Enforcement Officer (Agent)	Non-exempt
Accountant/Technology Coordinator	Non-exempt
Administrative Assistant	Non-exempt
Assistant Store Manager	Non-exempt
Assistant Warehouse Manager	Non-exempt
Chief ABC Officer (Agent)	Exempt
Chief Financial Officer	Exempt
Distribution Manager	Exempt
Full-time Clerk	Non-exempt
Operations Manager	Exempt
Part-time Clerk	Non-exempt
Purchasing Agent/Accounts Payable	Non-exempt
Store Manager	Exempt
Warehouse Manager	Non-exempt

## **Recommended Pay Structure**

**.90 - 1.20 range**

<b>Title</b>	<b>Evaluation</b>	<b>Recommended</b>		
		<b>Pay Range</b>		
		<b>Score</b>	<b>Minimum</b>	<b>Midpoint</b>
Chief Financial Officer	1366	\$39.36	\$43.73	\$52.48
Operations Manager	1192	\$34.34	\$38.16	\$45.79
Chief ABC Officer (Agent)	1033	\$24.89	\$27.65	\$33.18
Distribution Manager	747	\$23.09	\$25.66	\$30.79
Store Manager	620	\$21.38	\$23.75	\$28.50
Warehouse Manager	620	\$19.68	\$21.87	\$26.24
ABC Law Enforcement Officer	650	\$18.90	\$21.00	\$25.19
Accountant/Technology Coordinator	580	\$17.39	\$19.33	\$23.19
Administrative Assistant	237	\$16.57	\$18.41	\$22.10
Purchasing Agent/Accounts Payable	580	\$16.52	\$18.35	\$22.02
Assistant Store Manager	464	\$14.89	\$16.54	\$19.85
Assistant Warehouse Manager	464	\$12.24	\$13.60	\$16.31
Full-time Clerk	284	\$9.08	\$10.09	\$12.11
Part-time Clerk	284	\$9.08	\$10.09	\$12.11