

## Proposed Salary Range Steps for Chief Technology Officer (CTO)

Step	RA	RA Step Difference	GC	CFO	CIO	COO	CTO	CTO Step Difference
1	210,807	n/a	203,459	164,531	227,973	174,252	166,014	n/a
2	221,902	1.05263	214,167	173,191	239,971	183,423	174,751	1.05263
3	233,581	1.05263	225,439	182,306	252,601	193,077	183,948	1.05263
4	245,875	1.05263	237,304	191,901	265,896	203,239	193,630	1.05263
5	258,815	1.05263	249,794	202,001	279,891	213,936	203,820	1.05263
6	272,437	1.05263	262,941	212,632	294,622	225,196	214,548	1.05263
7	286,776	1.05263	276,780	223,824	310,128	237,048	225,840	1.05263
Total Increase								
from Step 1 to 7: 1.36037228			1.36037236	1.36037586	1.36037162	1.36037463	1.3603672	

NOTE: The maximum annual step of \$225,820 is based on the median range of \$18,820 monthly as documented in the Ventura County ERA Compensation Survey Report dated July 15, 2024.