

Program Management Team Annual Salary Comparisons

Line	Cost Item	Average District Employee	Average Consultant Employee	\$ Variance (Over)/Under
Average Total Cost Variance				
1.	Annual Average Direct Salary	\$ 63,506.38	\$102,294.76	
2.	Fringe	\$ 22,994.18	\$ -	
3.	FAR Overhead	\$ -	\$ 99,727.17	
4.	Profit	\$ -	\$ 20,202.19	
5.	Total Annual Cost	\$ 86,500.56	\$ 222,224.12	\$ (135,723.57)

Net Average Multiplier: 2.57

Line	Cost Item	(a) District Employee	(b) Consultant Employee	(c) \$ Variance (Over)/Under	(d) = (b) / (a) Multiplier
Comparison by Selected Comparable Positions					
6.	District Assist Director / Consultant Acct Manager	\$ 141,572.04	\$295,931.66	\$ (154,359.62)	2.09
7.	District Facilities Specialist / Consultant Assist Project Manager	\$ 71,997.49	\$119,196.00	\$ (47,198.51)	1.66
8.	District Director / Consultant Program Executive	\$ 151,170.88	\$375,505.24	\$ (224,334.36)	2.48

Assumptions

- a. District average direct salaries based on 16 full time budgeted staff as budgeted for FY 07-08.
- b. URS average direct salaries based on 10 full time staff, excludes part time staff.
- c. Fringe/FAR Overhead/Profit costs based on rates as of 7/1/07.