

**ANR CAREER TRACKS SALARY STRUCTURES BY GEOGRAPHIC GROUP
EFFECTIVE JANUARY 1, 2023**

CT GROUP 1 (100 % NATL)					CT GROUP 2 (105% NATL)					CT GROUP 3 (110% NATL)					CT GROUP 4 (115% NATL)					CT Group 5 (120% NATL)					CT Group 6 (125% NATL)				
Grade	Min	Mid	Max	Spread	Grade	Min	Mid	Max	Spread	Grade	Min	Mid	Max	Spread	Grade	Min	Mid	Max	Spread	Grade	Min	Mid	Max	Spread	Grade	Min	Mid	Max	Spread
30	\$149,600	\$228,400	\$307,200	105%	30	\$157,100	\$239,800	\$322,500	105%	30	\$164,500	\$251,200	\$337,900	105%	30	\$172,100	\$262,700	\$353,300	105%	30	\$179,500	\$274,100	\$368,700	105%	30	\$187,000	\$285,500	\$384,000	105%
29	\$132,900	\$200,400	\$267,900	102%	29	\$139,500	\$210,400	\$281,300	102%	29	\$146,200	\$220,500	\$294,800	102%	29	\$152,800	\$230,500	\$308,200	102%	29	\$159,500	\$240,500	\$321,500	102%	29	\$166,100	\$250,500	\$334,900	102%
28	\$117,400	\$175,800	\$234,200	99%	28	\$123,200	\$184,500	\$245,800	100%	28	\$129,300	\$193,500	\$257,700	99%	28	\$135,100	\$202,200	\$269,300	99%	28	\$140,900	\$210,900	\$280,900	99%	28	\$146,800	\$219,800	\$292,800	99%
27	\$104,100	\$154,200	\$204,300	96%	27	\$109,200	\$161,800	\$214,400	96%	27	\$114,500	\$169,700	\$224,900	96%	27	\$119,700	\$177,400	\$235,100	96%	27	\$124,900	\$185,000	\$245,100	96%	27	\$130,100	\$192,800	\$255,500	96%
26	\$94,000	\$137,700	\$181,400	93%	26	\$98,600	\$144,400	\$190,200	93%	26	\$103,500	\$151,500	\$199,500	93%	26	\$108,200	\$158,400	\$208,600	93%	26	\$112,800	\$165,200	\$217,600	93%	26	\$117,400	\$172,200	\$227,000	93%
25	\$84,700	\$123,000	\$161,300	90%	25	\$88,800	\$128,900	\$169,000	90%	25	\$93,200	\$135,300	\$177,400	90%	25	\$97,500	\$141,500	\$185,500	90%	25	\$101,700	\$147,600	\$193,500	90%	25	\$106,000	\$153,800	\$201,600	90%
24	\$76,500	\$109,800	\$143,100	87%	24	\$80,200	\$115,100	\$150,000	87%	24	\$84,100	\$120,800	\$157,500	87%	24	\$88,000	\$126,300	\$164,600	87%	24	\$91,800	\$131,800	\$171,800	87%	24	\$95,600	\$137,300	\$179,000	87%
23	\$69,100	\$98,000	\$126,900	84%	23	\$72,500	\$102,800	\$133,100	84%	23	\$76,000	\$107,800	\$139,600	84%	23	\$79,500	\$112,700	\$145,900	84%	23	\$82,900	\$117,600	\$152,300	84%	23	\$86,400	\$122,500	\$158,600	84%
22	\$62,200	\$87,500	\$112,800	81%	22	\$65,300	\$91,800	\$118,300	81%	22	\$68,400	\$96,200	\$124,000	81%	22	\$71,500	\$100,600	\$129,700	81%	22	\$74,700	\$105,000	\$135,300	81%	22	\$77,800	\$109,400	\$141,000	81%
21	\$56,200	\$78,200	\$100,200	78%	21	\$59,000	\$82,000	\$105,000	78%	21	\$61,800	\$85,900	\$110,000	78%	21	\$64,600	\$89,900	\$115,200	78%	21	\$67,400	\$93,800	\$120,200	78%	21	\$70,300	\$97,800	\$125,300	78%
20	\$51,800	\$71,100	\$90,400	75%	20	\$54,200	\$74,500	\$94,800	75%	20	\$56,800	\$78,000	\$99,200	75%	20	\$59,500	\$81,700	\$103,900	75%	20	\$62,000	\$85,200	\$108,400	75%	20	\$64,600	\$88,800	\$113,000	75%
19	\$47,500	\$64,600	\$81,700	72%	19	\$49,800	\$67,700	\$85,600	72%	19	\$52,100	\$70,900	\$89,700	72%	19	\$54,600	\$74,300	\$94,000	72%	19	\$56,900	\$77,400	\$97,900	72%	19	\$59,300	\$80,700	\$102,100	72%
18	\$43,600	\$58,700	\$73,800	69%	18	\$45,700	\$61,500	\$77,300	69%	18	\$47,800	\$64,400	\$81,000	69%	18	\$50,200	\$67,500	\$84,800	69%	18	\$52,200	\$70,300	\$88,400	69%	18	\$54,500	\$73,300	\$92,100	69%
17	\$40,100	\$53,300	\$66,500	66%	17	\$42,000	\$55,900	\$69,800	66%	17	\$44,000	\$58,500	\$73,000	66%	17	\$46,100	\$61,300	\$76,500	66%	17	\$48,100	\$63,900	\$79,700	66%	17	\$50,000	\$66,600	\$83,200	66%
16	\$36,800	\$48,400	\$60,000	63%	16	\$38,600	\$50,800	\$63,000	63%	16	\$40,400	\$53,200	\$66,000	63%	16	\$42,300	\$55,700	\$69,100	63%	16	\$44,100	\$58,100	\$72,100	63%	16	\$46,000	\$60,500	\$75,000	63%

ANR LOCATIONS BY GEOGRAPHIC GROUP (LOCATIONS IN ORANGE RECOMMENDED CHANGE FROM 2022)

CT GROUP 1 (100 % NATL)	CT GROUP 2 (105% NATL)	CT GROUP 3 (110% NATL)	CT GROUP 4 (115% NATL)	CT Group 5 (120% NATL)	CT Group 6 (125% NATL)
Colusa County	Fresno Madera MCP HQ, KARE, Westside REC	Orange County	Monterey County	Alameda County (NPI)	Marin County
Glenn County	Kings County	South Coast REC	Los Angeles County	Contra Costa County	San Mateo County
Humboldt/Del Norte County	Sierra Foothill REC	Ventura County and Hansen REC	Sonoma County		San Francisco County
Lake County	Sutter County/Yuba City MCP HQ	Davis Based Units	Napa County		Santa Clara County
Mendocino County, Hopland REC	Imperial County and Desert REC	Sac/Woodland/Solano MCP HQ	Santa Barbara/San Luis Obispo County		San Benito County
Tehama County	Inyo/Mono - Bishop	San Bernardino County			
Butte County	Lassen/Plumas/Sierra - Susanville	Riverside County			
Modoc County	Siskiyou County, Intermountain REC	Kern County			
	Modesto - Stanislaus County	San Diego County			
	Tulare County, Lindcove REC	Santa Cruz County			
	Merced County	Central Sierra MCP - Eldorado County			
	Mariposa County	Placer Nevada County			
	Shasta/Trinity County	San Joaquin County			