

**CE ADVISORS**  
**effective 7/1/18**

**All salaries include equity increment increase**

MERIT AND PROMOTION  
 NORMAL PROGRESSION



Assistant			Associate			Full		
Step	Salary	Years at Step	Step	Salary	Years at Step	Step	Salary	Years at Step
I	58,700	2	I	73,200	2	I	86,700	3
II	61,900	2	II	77,400	2	II	92,500	3
III	65,000	2	III	80,800	2	III	99,800	3
IV	69,400	2	IV	86,600	3	IV	107,900	3
V	73,100	2	V	92,400	3	V	115,600	--
VI	77,300	2				VI	124,800	--
						VII	135,900	--
						VIII	148,700	--
						IX	161,400	--

-- at least 3 yrs

shaded = overlapping steps

**For example:**

An Advisor at Assistant IV has the option to **promote** to Associate I or advance to Assistant V.

In two years if at Assistant V, the option is to **promote** to Associate II or advance to Assistant VI. After the next two year cycle, the Advisor must go forward with a promotion to Associate III or defer.

An Advisor at Associate III has the option to **promote** to Full Title I or advance to Associate IV. In three years, if at Associate IV, the Advisor may promote to Full Title II or advance to Associate V.

In the absence of a merit or promotion review, Advisors at FT V or above shall be reviewed at least once every five years.