



# Interstate Medical Licensure Compact

## MEMO

To: IMLCC Executive Committee  
From: Marschall Smith, Executive Director  
Date: June 7, 2022  
RE: FY2023 Employee Compensation Plan

This memo outlines the compensation plan and complies with the requirements of IMLC Administrative Memo No. 8.

Item #1 – Staff Salary Ranges. The ranges listed below will be used as guidance for salary compensation for employees, both current and new hires. Current employees whose salary is below the established ranges will be brought into the range over the course of the next 3 fiscal years (FY2023, FY2024, and FY2025). New hires will be offered salaries within the established ranges. The ranges were established by averaging the information from the four salary surveys provided by Employers Council and the six salary ranges provided by member boards. The ranges will be reviewed annually.

<b>IMLCC Position Title</b>	<b>Annual Salary Range Minimum</b>	<b>Annual Salary Range Midpoint</b>	<b>Annual Salary Range Maximum</b>
IT Manager	\$130,000.00	\$165,000.00	\$200,000.00
Controller	\$115,000.00	\$137,500.00	\$160,000.00
Operations Manager	\$100,000.00	\$112,500.00	\$125,000.00
IT Professional	\$75,000.00	\$97,500.00	\$120,000.00
Accounting Tech	\$50,000.00	\$60,000.00	\$70,000.00
Customer Service Rep	\$45,000.00	\$52,500.00	\$60,000.00



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Item #2 – Cost of Living (COLA) increases. For FY2023, employees will be granted a 4.11% COLA increase to be effective with the August 1, 2022 pay period.

Item #3 – Performance Pay Opportunities. For FY2023, supervisors will be able to grant up to 5.89% in performance salary increases. Performance pay increases will be made in accordance with IMLC Administrative Memo No. 8, to be effective with the August 1, 2022 pay period.

The funds necessary to accomplish this compensation plan have been approved and are incorporated in the IMLCC FY2023 Budget.