

**A RESOLUTION
AMENDING THE STAFF SALARY BANDS
(AMENDMENT NO. 2)**

WHEREAS, Toledo Metropolitan Area Council of Governments (now known as Lake Erie West Regional Council) is a voluntary association of local governments in northwest Ohio and southeast Michigan, organized on May 31, 1968, and established under Chapter 167 of the Ohio Revised Code and the Michigan Public Act No. 7 (EX-SESS), and has carried out comprehensive metropolitan and regional planning since that date; and

WHEREAS, Lake Erie West Regional Council Bylaws outlines the Governing Board shall fix salary bands of staff members; and

WHEREAS, updates to the salary bands were last approved by Governing Board on March 14, 2026, by Resolution No. 2026-11; and

WHEREAS, the Finance, Audit, & Administration Committee reviewed, and recommended amending the salary bands at their August 19, 2026, meeting.

NOW, THEREFORE, BE IT RESOLVED by the Lake Erie West Regional Council Governing Board that:

Section 1: The Staff Salary Bands (attached hereto as Exhibit A) to be effective September 12, 2026.

Section 2: This resolution shall take effect immediately upon adoption

Yeas _____, Nays _____, Abstain _____

Date of Adoption: _____

George Sarantou, Chair
Lake Erie West Regional Council

Attest:

I, **Sandy Spang**, Lake Erie West Regional Council Executive Director, do hereby certify that this is a true and accurate copy of Resolution No. 2026-20, adopted on _____.

Sandy Spang, Executive Director



Lake Erie West

REGIONAL COUNCIL

EXHIBIT A

Salary Bands

Current Revision Date:

It is the policy of Lake Erie West (formerly the Toledo Metropolitan Area Council of Governments) to pay wages and salaries that are competitive and reflective of the knowledge, skills and abilities required for each position. Salary ranges have been established for each position and approved by the Governing Board. Your individual compensation may be reflective of your knowledge, skills and abilities, as well as performance and length of service. Lake Erie West may periodically review and adjust employee compensation, across the board, to reflect changes in economic conditions. These adjustments are intended to support employee financial well-being and ensure competitive compensation practices. Economic adjustments are discretionary and may be influenced by factors such as inflation, market wage trends, and organizational performance. Due to the personal and implied confidential nature of your pay, any questions you may have should be directed to your supervisor.

The current salary range schedule follows:

JOB TITLE	CATEGORY RANGE	SPECIFIC POSITIONS RANGE
Exempt	\$75,000 - \$200,000	
Executive Director		\$120,000- \$200,000
Senior Director		\$100,000-\$150,000
Chief of Staff		\$100,000-\$150,000
Director		\$75,000 - \$120,000
Senior Manager		\$80,000- \$115,000
Manager		\$60,000 - \$105,000
Program Manager		\$70,000 - \$95,000
Non-Exempt	\$30,000- \$80,000	
Project Manager		\$60 50,000 - \$80 70,000
Planner III		\$54,000 - \$80,000
Planner II		\$48,000 - \$70,000
Planner I		\$40,000 - \$60,000
Executive Assistant		\$50,000 - \$70 75,000
Accountant Bookkeeper		\$46,000 - \$70,000
Grants Coordinator		\$45,000 - \$65,000
Data Analyst		\$40,000 - \$60,000
Environmental Education Coordinator		\$40,000 - \$60,000
Visual Communication Specialist		\$40,000 - \$65,000

Administrative Assistant
Field Data Specialist

\$40,000 - \$60,000
\$30,000 - \$45,000

Intern- Non Exempt

\$ 17/hr. - \$25/hr.

Past Revisions: This document was formerly a part of the Lake Erie West Employee Handbook.

Revision Date: 02/23/11

Revision Date: 04/01/12

Revision Date: 07/01/13

Revision Date: 06/01/17

Revision Date: 07/01/15

Revision Date: 07/01/16

Revision Date: 03/01/19

Revision Date: 12/01/17

Revision Date: 02/21/18

Revision Date: 10/01/22

Revision Date: 06/01/21

Revision Date: 04/20/22

Revision Date: 3/26/25

Revision Date: 10/01/23

Revision Date: 05/01/24

Revision Date 07/01/25 (retroactive)