



Lake Erie West

Salary Bands

REGIONAL COUNCIL

Current Revision Date: March 13, 2026

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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	\$70,000 - \$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		\$60,000 - \$80,000
Planner III		\$54,000 - \$80,000
Planner II		\$48,000 - \$70,000
Planner I		\$40,000 - \$60,000
Executive Assistant		\$50,000 - \$70,000
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 - \$60,000

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Administrative Assistant
~~Field Data Specialist~~

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

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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: 07/01/15	Revision Date: 07/01/16	Revision Date: 06/01/17
	Revision Date: 12/01/17	Revision Date: 02/21/18	Revision Date: 03/01/19
	Revision Date: 06/01/21	Revision Date: 04/20/22	Revision Date: 10/01/22
	Revision Date: 10/01/23	Revision Date: 05/01/24	Revision Date: 3/26/25
	Revision Date 07/01/25 (retroactive)		

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