



PAY BANDS FOR NON-EXEMPT STAFF

N1A

**Non-Exempt
Band 1
Grade A**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$8.15	\$9.07	\$9.98	\$10.89	\$11.80
Annually	\$16,952	\$18,866	\$20,758	\$22,651	\$24,544

Administrative Assistant I

Facilities Assistant I

N1B

**Non-Exempt
Band 1
Grade B**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$9.70	\$10.78	\$11.85	\$12.93	\$14.00
Annually	\$20,176	\$22,422	\$24,648	\$26,894	\$29,120

Administrative Assistant II

Maintenance Technician I

Facilities Assistant II

N1C

**Non-Exempt
Band 1
Grade C**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$10.00	\$10.89	\$11.88	\$12.87	\$13.85
Annually	\$20,800	\$22,651	\$24,710	\$26,770	\$28,808

Administrative Assistant III

Fitness/Healthcare Maintenance Tech

N1D

**Non-Exempt
Band 1
Grade D**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$11.65	\$12.82	\$13.98	\$15.14	\$16.30
Annually	\$24,232	\$26,666	\$29,078	\$31,491	\$33,904

Administrative Assistant IV

Maintenance Technician II

Facilities Assistant III

Research Assistant/Technician I

N1E

**Non-Exempt
Band 1
Grade E**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$12.15	\$13.53	\$14.90	\$16.28	\$17.65
Annually	\$25,272	\$28,142	\$30,992	\$33,862	\$36,712

Administrative Associate I

Library Technical ParaProfessional I

Facilities Assistant IV

Office/Clerical Lead I

Facilities Foreperson

Technical Design Paraprofessional

Graphics Technician

Technology Assistant I

N1F

**Non-Exempt
Band 1
Grade F**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$14.35	\$15.97	\$17.58	\$19.19	\$20.80
Annually	\$29,848	\$33,218	\$36,566	\$39,915	\$43,264

Administrative Associate II

Nursing Technician/ParaProfessional

Library Technical ParaProfessional II

Office/Clerical Lead II

Maintenance Technician III

Technology Assistant II

Motor Vehicle Operator

N1G

**Non-Exempt
Band 1
Grade G**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$15.41	\$17.34	\$19.26	\$21.18	\$23.10
Annually	\$32,053	\$36,067	\$40,061	\$44,054	\$48,048

Library Technical ParaProfessional III

Maintenance Technician IV

N1H

**Non-Exempt
Band 1
Grade H**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$17.00	\$19.13	\$21.25	\$23.38	\$25.50
Annually	\$35,360	\$39,790	\$44,200	\$48,630	\$53,040

Fitness Instructor

Office/Clerical Lead III

Maintenance Foreperson



PAY BANDS FOR PUBLIC SAFETY STAFF

N2A

Non-Exempt
Band 2
Grade A

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$11.39	\$12.45	\$13.50	\$14.55	\$15.61
Annually	\$23,694	\$25,886	\$28,078	\$30,270	\$32,461

PS - Security Officer

N2B

Non-Exempt
Band 2
Grade B

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$13.32	\$14.81	\$16.29	\$17.78	\$19.26
Annually	\$27,709	\$30,799	\$33,888	\$36,978	\$40,067

Dispatcher

N2C

Non-Exempt
Band 2
Grade C

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$17.79	\$20.01	\$22.24	\$24.34	\$26.68
Annually	\$37,000	\$41,625	\$46,250	\$50,625	\$55,500

PS - Communication Center Supv

N2D

Non-Exempt
Band 2
Grade D

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$19.47	\$21.91	\$24.34	\$26.77	\$29.21
Annually	\$40,500	\$45,563	\$50,625	\$55,688	\$60,750

Police Officer I

N2E

Non-Exempt
Band 2
Grade E

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$20.79	\$23.39	\$25.99	\$28.59	\$31.19
Annually	\$43,250	\$48,657	\$54,063	\$59,469	\$64,875

Police Officer II

N2F

Non-Exempt
Band 2
Grade F

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$22.12	\$24.88	\$27.64	\$30.41	\$33.17
Annually	\$46,000	\$51,750	\$57,500	\$63,250	\$69,000

Police Officer III

N2G

Non-Exempt
Band 2
Grade G

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Hourly	\$24.28	\$27.31	\$30.35	\$33.38	\$36.42
Annually	\$50,500	\$56,813	\$63,125	\$69,438	\$75,750

Police Sergeant

E2A

Exempt
Band 2
Grade A

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$4,667	\$5,098	\$5,530	\$5,962	\$6,393
Annually	\$56,000	\$61,180	\$66,360	\$71,540	\$76,720

Police Lieutenant

PS - Security Coordinator

E2B

Exempt
Band 2
Grade B

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$5,167	\$5,813	\$6,458	\$6,854	\$7,750
Annually	\$62,000	\$69,750	\$77,500	\$82,250	\$93,000

Police Captain



PAY BANDS FOR EXEMPT STAFF

**E1A
Exempt
Band 1
Grade A**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,108	\$2,306	\$2,504	\$2,702	\$2,900
Annually	\$25,300	\$27,675	\$30,050	\$32,425	\$34,800

Administrative Specialist I
Facilities Associate I
Manager/Supervisor I

Research Professional AD I
Safety/Risk Management Prof I

**E1B
Exempt
Band 1
Grade B**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,325	\$2,544	\$2,763	\$2,981	\$3,200
Annually	\$27,900	\$30,525	\$33,150	\$35,775	\$38,400

Academic Associate I
Administrative Specialist II
Facilities Operations Prof I

Manager/Supervisor II
Student Services Associate I
Technical Design Prof I

**E1C
Exempt
Band 1
Grade C**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,500	\$2,750	\$3,000	\$3,250	\$3,500
Annually	\$30,000	\$33,000	\$36,000	\$39,000	\$42,000

Accounting Professional I
Administrative Specialist III
Business Operations Prof I
Grants & Contracts Prof I
HR Specialist I
Laboratory Professional I

Manager/Supervisor III
Materials Mgmt Prof I
Museum Professional I
Research Professional AD II
Safety/Risk Management Prof II
Technical Design Prof II

**E1D
Exempt
Band 1
Grade D**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,708	\$2,979	\$3,250	\$3,521	\$3,792
Annually	\$32,500	\$35,750	\$39,000	\$42,250	\$45,500

Academic Associate II
Administrative Specialist IV

Student Services Associate II

**E1E
Exempt
Band 1
Grade E**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,833	\$3,152	\$3,471	\$3,790	\$4,108
Annually	\$34,000	\$37,825	\$41,650	\$45,475	\$49,300

Accounting Professional II
Alumni Affairs Professional I
Business Operations Prof II
Development/FundRaising Prof I
Facilities Associate II
Finance/Budget Professional I
Grants & Contracts Prof II

HR Specialist II
IT Application Supp Prof I
IT Network Supp Prof I
IT Systems Supp Prof I
Manager/Supervisor IV
Mktg/Pub Relations Prof I
Research Professional AD III

**E1F
Exempt
Band 1
Grade F**

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$2,975	\$3,273	\$3,571	\$3,869	\$4,167
Annually	\$35,700	\$39,275	\$42,850	\$46,425	\$50,000

Academic Associate III
Administrative Specialist V
Communications Prof I
External Affairs Professional I
Finance/Budget Professional II
IT Application Supp Prof II
IT Client Support Prof I
Manager I

Manager/Supervisor V
Materials Mgmt Prof II
Mktg/Pub Relations Prof II
Museum Professional II
Safety/Risk Management Prof III
Student Services Associate III
Technical Design Prof III



E1G
Exempt
Band 1
Grade G

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$3,208	\$3,531	\$3,854	\$4,177	\$4,500
Annually	\$38,500	\$42,375	\$46,250	\$50,125	\$54,000

Accounting Professional III	IT Network Supp Prof II
Administrative Associate III	IT Professional I
Administrative Specialist VI	IT Systems Supp Prof II
Alumni Affairs Professional II	Manager/Supervisor VI
Communications Prof II	Mktg/Pub Relations Prof III
Facilities Operations Prof II	Research Professional AD IV
Grants & Contracts Prof III	Safety/Risk Management Prof IV
IT Application Supp Prof III	

E1H
Exempt
Band 1
Grade H

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$3,433	\$3,821	\$4,208	\$4,596	\$4,983
Annually	\$41,200	\$45,850	\$50,500	\$55,150	\$59,800

Academic Associate IV	IT Client Support Prof II
Administrative Specialist VII	IT Database Support Prof I
Archive Specialist	Librarian I
Business Operations Prof III	Maintenance Supervisor
Communications Prof III	Museum Professional III
Grants & Contracts Prof IV	Research Fellow I
HR Specialist III	

E1I
Exempt
Band 1
Grade I

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$3,625	\$4,031	\$4,438	\$4,844	\$5,250
Annually	\$43,500	\$48,375	\$53,250	\$58,125	\$63,000

Accounting Professional IV	IT Systems Supp Prof III
Administrative Associate IV	Manager II
Alumni Affairs Professional III	Manager/Supervisor VII
Dietetic/Nutrition Professional I	Materials Mgmt Prof III
Facilities Operations Prof III	Paralegal
Grants & Contracts Prof V	Safety/Risk Management Prof V
IT Application Supp Prof IV	Senior Training Specialist
IT Network Supp Prof III	Student Services Associate IV
IT Professional II	

E1J
Exempt
Band 1
Grade J

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$4,108	\$4,571	\$5,033	\$5,496	\$5,958
Annually	\$49,300	\$54,850	\$60,400	\$65,950	\$71,500

Academic Associate V	IT Database Support Prof II
Administrative Associate V	IT Network Supp Prof IV
Administrative Specialist VIII	IT Systems Supp Prof IV
Architect I	Librarian II
Campus Planner I	Manager/Supervisor VIII
IT Client Support Prof III	Museum Professional IV

E1K
Exempt
Band 1
Grade K

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$4,375	\$4,869	\$5,363	\$5,856	\$6,350
Annually	\$52,500	\$58,425	\$64,350	\$70,275	\$76,200

Campus Planner II	IT Professional III
Counseling Professional	IT Systems Supp Prof V
Dietetic/Nutrition Professional II	Manager III
IT Application Supp Prof V	Research Fellow II
IT Client Support Prof IV	



E1L
Exempt
Band 1
Grade L

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$4,900	\$5,456	\$6,013	\$6,569	\$7,125
Annually	\$58,800	\$65,475	\$72,150	\$78,825	\$85,500

Assistant Legal Counsel	Physical/Occupational Therapy Technician
Associate Legal Counsel	Research Fellow III
IT Database Support Prof III	Senior Information Technology Auditor
IT Network Supp Prof V	Senior Internal Auditor
Librarian III	

E1M
Exempt
Band 1
Grade M

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$5,417	\$6,042	\$6,667	\$7,292	\$7,917
Annually	\$65,000	\$72,500	\$80,000	\$87,500	\$95,000

E1N
Exempt
Band 1
Grade N

	<u>Minimum</u>	<u>1st Quartile</u>	<u>MidPoint</u>	<u>3rd Quartile</u>	<u>Maximum</u>
Monthly	\$5,833	\$6,500	\$7,167	\$7,833	\$8,500
Annually	\$70,000	\$78,000	\$86,000	\$94,000	\$102,000

IT Database Support Prof IV	Nursing Professional I
IT Network Supp Prof VI	