

Management and Professional Staff Salary Structure

Effective April 1, 2016

Career Band	Career Level	Annual Base Salary Range				
		Minimum	Top of the Lower Third (33rd percentile)	Mid-point (Market Median)	Top of the Middle Third (66th percentile)	High Performance Maximum
Management	M4	\$132,000	\$158,400	\$171,600	\$184,800	\$211,200
	M3	\$105,600	\$126,700	\$137,300	\$147,800	\$169,000
	M2	\$84,500	\$101,400	\$109,800	\$118,300	\$135,200
	M1	\$67,600	\$81,100	\$87,900	\$94,600	\$108,100
Professional	P5	\$112,900	\$131,700	\$141,100	\$150,600	\$169,400
	P4	\$90,300	\$105,400	\$112,900	\$120,400	\$135,500
	P3	\$72,300	\$84,300	\$90,300	\$96,400	\$108,400
	P2	\$57,800	\$67,400	\$72,300	\$77,100	\$86,700
	P1	\$48,200	\$56,200	\$60,200	\$64,200	\$72,300
Technical Professional	T5	\$119,500	\$139,400	\$149,300	\$159,300	\$179,200
	T4	\$95,600	\$111,500	\$119,500	\$127,400	\$143,400
	T3	\$76,500	\$89,200	\$95,600	\$101,900	\$114,700
	T2	\$61,200	\$71,400	\$76,500	\$81,600	\$91,700
	T1	\$51,000	\$59,500	\$63,700	\$68,000	\$76,500
Research	R6	\$110,400	\$132,500	\$143,600	\$154,600	\$176,700
	R5	\$92,800	\$111,300	\$120,600	\$129,900	\$148,400
	R4	\$77,300	\$92,800	\$100,500	\$108,200	\$123,700
	R3	\$67,000	\$78,200	\$83,800	\$89,300	\$100,500
	R2	\$55,800	\$65,100	\$69,800	\$74,400	\$83,800
	R1	\$46,500	\$54,300	\$58,200	\$62,000	\$69,800
Operational and Administrative Support	O4	\$58,800	\$68,600	\$73,500	\$78,400	\$88,100
	O3	\$51,100	\$59,600	\$63,900	\$68,100	\$76,700
	O2	\$44,400	\$51,800	\$55,500	\$59,200	\$66,700
	O1	\$38,600	\$45,100	\$48,300	\$51,500	\$58,000