

**Salary Band Structure**  
**Non-Represented Employees**  
**Effective Date: April 6, 2020**

Salary Band	Career Track	Level	Minimum	25th%	Midpoint	75th%	Maximum
G	Management	Senior Director	\$110,000	\$137,500	\$165,000	\$192,500	\$220,000
	Individual Contributor	Executive Professional					
F	Management	Director	\$85,000	\$106,250	\$127,500	\$148,750	\$170,000
	Individual Contributor	Senior Professional					
E	Management	Associate Director	\$65,000	\$81,250	\$97,500	\$113,750	\$130,000
	Individual Contributor	Professional					
D	Management	Manager	\$55,000	\$68,750	\$82,500	\$96,250	\$110,000
	Individual Contributor	Senior Specialist					
C	Management	Supervisor	\$45,000	\$52,500	\$60,000	\$67,500	\$75,000
	Individual Contributor	Specialist					
B	Management	Coordinator	\$35,000	\$42,500	\$50,000	\$57,500	\$65,000
	Individual Contributor	Senior Associate					
A	Individual Contributor	Associate	\$20,500	\$27,375	\$34,250	\$41,125	\$48,000