



3.3 COMPENSATION SCHEDULE (ANNUALIZED HOURLY WAGE & SALARY GRADES)

GRADE	Minimum	Midpoint	Maximum
100	17,040.00	\$21,300.00	\$31,950.00
101	18,080.00	\$22,600.00	\$33,900.00
102	20,100.00	\$25,125.00	\$37,687.50
103	22,160.00	\$27,700.00	\$41,550.00
104	24,200.00	\$30,250.00	\$45,375.00
105	26,240.00	\$32,800.00	\$49,200.00
106	28,320.00	\$35,400.00	\$53,100.00
107	30,240.00	\$37,800.00	\$56,700.00
108	32,320.00	\$40,400.00	\$60,600.00
109	34,640.00	\$43,300.00	\$64,950.00
BAND A (110-113)	36,500.00	\$60,000.00	\$90,000.00
BAND B (114-117)	64,000.00	\$80,000.00	\$120,000.00
BAND C (118-119)	92,000.00	\$115,000.00	\$172,500.00
BAND D (130, 135)		Market	

ANNUALIZED WAGE & SALARY STRUCTURE:	UTFI JOB TITLES
Grade 103 (\$22,160-\$41,550)	Alumni Assistant
Grade 104 (\$24,200-\$45,375)	Alumni Assistant Development Assistant Gift Records Specialist
Grade 105 (\$26,240-\$49,200)	Alumni Assistant Annual Giving Assistant Development Assistant Financial Specialist Gift Records Specialist Research Analyst
Grade 106 (\$28,320-\$53,100)	Alumni Assistant Development Assistant Executive Assistant Gift Records Specialist Reporting Analyst Research Analyst
Grade 107 (\$30,240-\$56,700)	Communications Specialist Development Analyst Development Assistant Executive Assistant Gift Records Specialist Reporting Analyst Research Analyst Senior Development Analyst Senior Financial Specialist Senior Gift Records Specialist
Grade 108 (\$32,320-\$60,600)	Development Assistant Executive Assistant HR Specialist Network & Hardware Specialist Senior Gift Records Specialist Senior Reporting Analyst

SALARY STRUCTURE:	UTFI JOB TITLES:
Grade 109 (\$34,640-\$64,950)	Senior Communications Specialist
	Estate & Trust Specialist
	Graphic Designer
	Manager
Band A (\$36,500-\$90,000)	Assistant Controller
	Assistant Director
	Associate Director
	Development Associate
	Director
	Help Desk & Training Specialist
	Major Gifts Officer
	Senior Director
Band B (\$64,000-\$120,000)	Assistant Vice President
	Associate Director
	Controller
	Director
	Senior Director
Band C (\$92,000-\$172,500)	Assistant Vice President
	Senior Director
Band D (130) (MARKET)	Assistant Vice Chancellor
	Assistant Vice President
	Vice Chancellor
	Vice President & Executive Director
Band D (135) (MARKET)	Executive Vice President & COO
	President & CEO