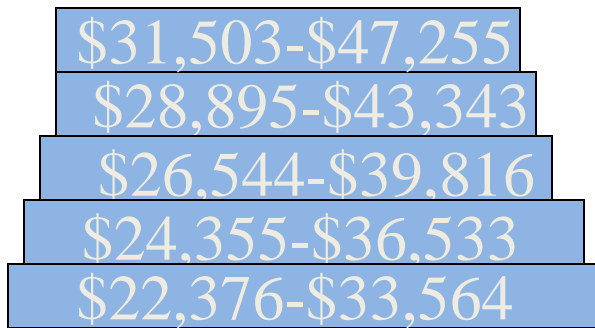


What is Career Banding?

Grade levels

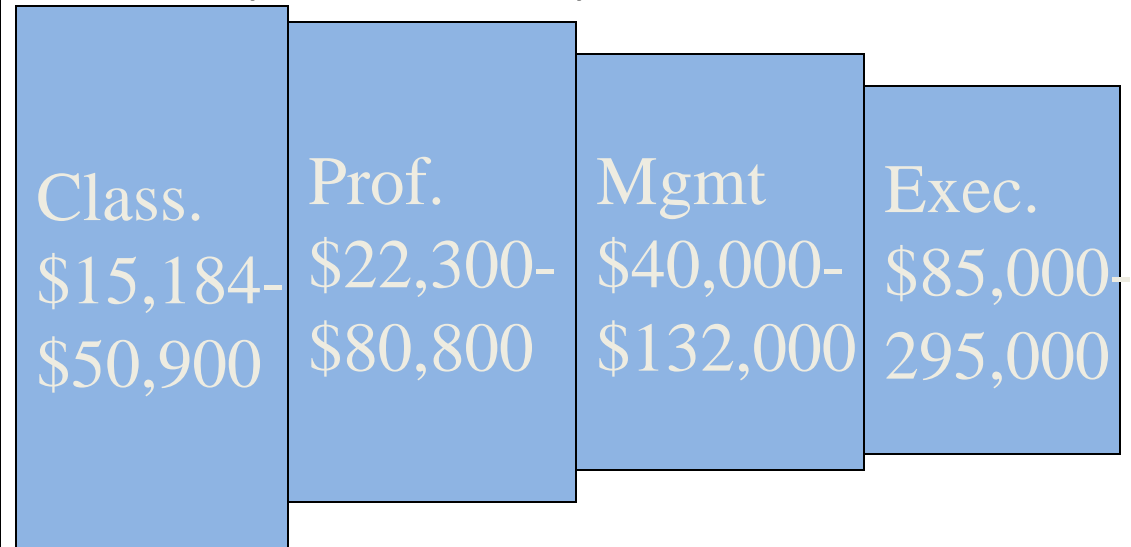
(50% wide Max.)



Current structure for
Professionals and
Classified staff - 26 grades

Career Bands

(200% +wide)



Career Band structure has
4 Bands

Career Band Definitions

Executive: Implements long-range objectives aligned with the strategic plans of the university. Significant and complex management responsibilities and accountabilities. Manages multiple levels of staff, and is accountable for long-term success of a major department. *Titles include Deans , Vice Presidents, etc.*

MANAGEMENT: Has direct management accountability, executes and interprets policies for the successful operations of an assigned section or functional area of a department. *Titles include Supervisor, Manager, Assistant Director, etc.*

PROFESSIONAL: Requires professional-level skills necessary to accomplish a wide range of assignments within a functional or specialty area; skills are usually demonstrated by a college degree or equivalent related career experience in a specific discipline. *Titles include Accountant, Engineer, etc.*

ADMINISTRATIVE SUPPORT: Typically task oriented; provides for clerical, analytical, administrative, and operational support needs of a department under immediate/general supervision. *Titles include Administrative/Department Assistant, Records Tech, Carpenter, etc.*

Career Bands Salary Range and Pay Level Development

- Broad salary ranges are created for each band to accommodate the diversity of jobs and the wide range of values the market places on them.

Within each band, three pay levels are created to:

- Recognize jobs having differing levels of complexity, responsibility and skill
- Capture appropriate market differentials between jobs
- Ensure that internal equity relationships are preserved
- Provide employees with the opportunity for growth within the career level
- Guide supervisor to place the employee's salary in the band based on market
- The midpoint in the salary range reflects the competitive market average and is called the Market Reference Point (MRP)

Band and Level Pay Ranges Based on Market Pricing

Minimum \$23,660	Professional Band 2			Maximum \$80,800
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	Minimum	MRP	Maximum
Assistant Mgr	\$23,660	\$37,700	\$44,100

	Minimum	MRP	Maximum
Production Mgr	\$36,500	\$44,500	\$58,500

	Minimum	MRP	Maximum
Sr. Production Mgr	\$40,000	\$50,000	\$60,000

Minimum \$40,00	Management Band 3			Maximum \$132,00
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	Minimum	MRP	Maximum
General Manager	\$46,400	\$57,500	\$70,800