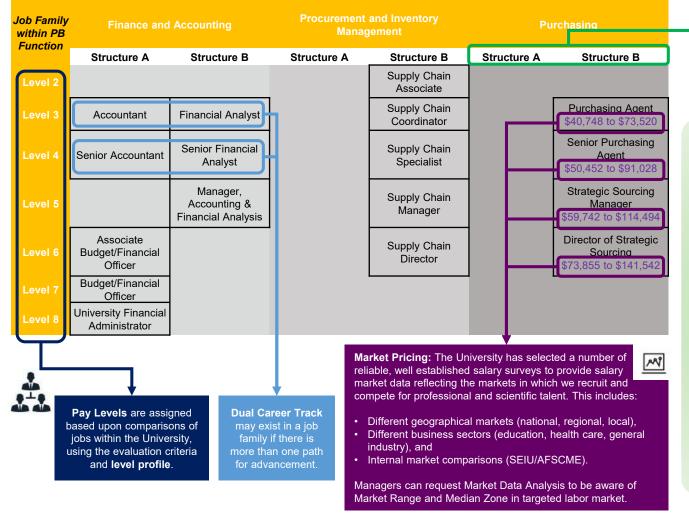
PAY PRACTICE: P&S JOB FUNCTION, FAMILY, UNIVERSITY CLASSIFICATION AND MARKET DATA



Compensation: University compensation plan is based primarily upon the external market. The focus of this plan is on relative levels of responsibility and performance, in the context of the market for similar skills. Individuals within a work unit should be paid salaries relative to their levels of responsibility and performance within the context of the market range.

JOB FUNCTION: BUSINESS AND FINANCE (PB)

Provide accurate financial information in a cost-effective, efficient and timely manner and assure responsible stewardship of the University's financial resources by establishing policies and procedures in compliance with internal and external regulations.





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Structure A vs. Structure B: Specific jobs (26%) were assigned to Structure B when the market data indicated that a higher market range and median zone was necessary in order to effectively recruit and retain staff in that particular job.

Structure A Pay Plan for FY2018							
Pay Level	Market Range Min	Median Zone Low	Median Zone High	Market Range Max			
2	\$34,297	\$36,869	\$46,924	\$58,655			
3	\$37,313	\$43,469	\$55,325	\$69,156			
4	\$40,805	\$52,027	\$66,216	\$82,770			
5	\$48,546	\$64,728	\$82,380	\$102,975			
6	\$58,872	\$78,495	\$99,903	\$124,879			
7	\$76,507	\$102,010	\$129,830	\$162,288			
8	\$98,936	\$131,914	\$167,891	\$209,864			
9	Open						
10	Open						
Structure B Pay Plan for FY2018							
Pay Level	Market Range	Median Zone	Median Zone	Market Range			

Pay Level	Market Range	Median Zone	Median Zone	Market Range		
	Min	Low	High	Max		
2	\$35,271	\$47,028	\$53,031	\$63,637		
3	\$40,748	\$54,331	\$61,267	\$73,520		
4	\$50,452	\$67,269	\$75,857	\$91,028		
5	\$59,742	\$79,656	\$95,412	\$114,494		
6	\$73,855	\$98,474	\$117,952	\$141,542		
7	\$90,065	\$120,087	\$143,841	\$172,609		
8	\$117,713	\$156,950	\$187,995	\$225,594		
9	Open					
10	Open					