

**Salary Band Structure**  
**Non-Represented Employees**  
**Effective Date: November 1, 2009**

Salary Band	Career Track	Level	Minimum	Maximum
G	Management	Senior Director	\$77,300	\$139,100
	Individual Contributor	Executive Professional		
F	Management	Director	\$63,000	\$110,200
	Individual Contributor	Senior Professional		
E	Management	Associate Director	\$51,300	\$87,300
	Individual Contributor	Professional		
D	Management	Manager	\$43,200	\$71,400
	Individual Contributor	Senior Specialist		
C	Management	Supervisor	\$36,600	\$58,600
	Individual Contributor	Specialist		
B	Management	Coordinator	\$31,400	\$48,600
	Individual Contributor	Senior Associate		
A	Individual Contributor	Associate	\$27,800	\$41,600