

Managing pay within the range

Example	1 st Quartile		2 nd Quartile		3 rd Quartile		4 th Quartile	
	<p>Pay Grade 08A: Min: \$42,216 Mid: \$53,819 Max: \$65,423</p> <p>Determining compensation based on differences in qualifications, performance, experience, and budget availability.</p>	\$42,216 - \$48,018		\$48,019 - \$53,819		\$53,820 - \$59,621		\$59,622 - \$65,423
Minimum		Meets minimum qualifications	Possesses qualifications that are equal to or slightly better than minimum requirements	Midpoint (represents the typical market)	Meets all preferred qualifications	Subject Matter Expert — 'Rockstar' in their field	Maximum	
		Has little or no related experience in the field	Demonstrated ability to perform duties		Demonstrated ability to perform duties independently	Exhibits extensive breadth and depth of knowledge that brings significant value to the university		
		Requires additional training to build knowledge and skills	May need additional training to perform duties independently		Consistently exhibits core competencies	Serves as expert resource, role model, or mentor to others		
		Entry Level	Experienced		Seasoned Professional / Mid-Career	Senior-Level Job Expertise		
		Typical Hiring Range			Typical Progression Range			