

**Executive Salary Schedule**

**GRADE 16**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>	<b>CUPA Median Salary</b>
3	\$259,000.00	\$311,000.00	\$363,000.00	\$260,001 and above
2	\$203,000.00	\$244,000.00	\$285,000.00	\$210,001 - \$260,000
1	\$173,000.00	\$208,000.00	\$243,000.00	\$210,000 and below

**GRADE 15**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>	<b>CUPA Median Salary</b>
3	\$173,000.00	\$208,000.00	\$243,000.00	\$190,001 and above
2	\$148,000.00	\$177,000.00	\$206,000.00	\$155,001 - \$190,000
1	\$127,000.00	\$152,000.00	\$177,000.00	\$155,000 and below

**GRADE 14**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>	<b>CUPA Median Salary</b>
4	\$158,000.00	\$189,000.00	\$220,000.00	\$170,001 and above
3	\$129,000.00	\$155,000.00	\$181,000.00	\$140,001 - \$170,000
2	\$109,000.00	\$131,000.00	\$153,000.00	\$118,001 - \$140,000
1	\$91,000.00	\$109,000.00	\$127,000.00	\$118,000 and below

**GRADE 13**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>	<b>CUPA Median Salary</b>
3	\$116,000.00	\$139,000.00	\$162,000.00	\$120,001 and above
2	\$92,000.00	\$111,000.00	\$130,000.00	\$100,001 - \$120,000
1	\$79,000.00	\$95,000.00	\$111,000.00	\$100,000 and below

**GRADE 12**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>	<b>CUPA Median Salary</b>
4	\$116,000.00	\$139,000.00	\$162,000.00	\$125,001 and above
3	\$91,000.00	\$109,000.00	\$127,000.00	\$100,001 - \$125,000
2	\$76,000.00	\$91,000.00	\$106,000.00	\$78,001 - \$100,000
1	\$61,000.00	\$73,000.00	\$85,000.00	\$78,000 and below