

FY23-24 Compensation Bands

Role categories	Cost of Living Multipliers							
	FY24 Band min (100%)	FY24 Band max (100%)	FY24 Band min (90%)	FY24 Band max (90%)	FY24 Band min (80%)	FY24 Band max (80%)	FY24 Band min (70%)	FY24 Band max (70%)
Operations								
Director of Development	\$120,000	\$160,000	\$108,000	\$144,000	\$96,000	\$128,000	\$84,000	\$112,000
Director of F&A	\$95,000	\$120,000	\$85,500	\$108,000	\$76,000	\$96,000	\$66,500	\$84,000
Exec / Operations Associate IV	\$95,000	\$105,000	\$85,500	\$94,500	\$76,000	\$84,000	\$66,500	\$73,500
Exec / Operations Associate III	\$85,000	\$95,000	\$76,500	\$85,500	\$68,000	\$76,000	\$59,500	\$66,500
Exec / Operations Associate II	\$75,000	\$85,000	\$67,500	\$76,500	\$60,000	\$68,000	\$52,500	\$59,500
Exec / Operations Associate I	\$65,000	\$75,000	\$58,500	\$67,500	\$52,000	\$60,000	\$45,500	\$52,500
Programs								
Director of P&S	\$105,000	\$140,000	\$94,500	\$126,000	\$84,000	\$112,000	\$73,500	\$98,000
Program Directors	\$105,000	\$140,000	\$94,500	\$126,000	\$84,000	\$112,000	\$73,500	\$98,000
Senior Program Associate II	\$105,000	\$115,000	\$94,500	\$103,500	\$84,000	\$92,000	\$73,500	\$80,500
Senior Program Associate I	\$95,000	\$105,000	\$85,500	\$94,500	\$76,000	\$84,000	\$66,500	\$73,500
Program Associate III	\$85,000	\$95,000	\$76,500	\$85,500	\$68,000	\$76,000	\$59,500	\$66,500
Program Associate II	\$75,000	\$85,000	\$67,500	\$76,500	\$60,000	\$68,000	\$52,500	\$59,500
Program Associate I	\$65,000	\$75,000	\$58,500	\$67,500	\$52,000	\$60,000	\$45,500	\$52,500