

FY 24-25 Compensation Bands

Role categories	Cost of Living Multipliers							
	FY25 Band min (100%)	FY25 Band max (100%)	FY25 Band min (90%)	FY25 Band max (90%)	FY25 Band min (80%)	FY25 Band max (80%)	FY25 Band min (70%)	FY25 Band max (70%)
Operations								
Director of Development	\$120,000	\$140,000	\$108,000	\$126,000	\$96,000	\$112,000	\$84,000	\$98,000
Director of F&A	\$105,000	\$130,000	\$94,500	\$117,000	\$84,000	\$104,000	\$73,500	\$91,000
Exec / Operations Associate IV	\$97,000	\$107,000	\$87,300	\$96,300	\$77,600	\$85,600	\$67,900	\$74,900
Exec / Operations Associate III	\$87,000	\$97,000	\$78,300	\$87,300	\$69,600	\$77,600	\$60,900	\$67,900
Exec / Operations Associate II	\$77,000	\$87,000	\$69,300	\$78,300	\$61,600	\$69,600	\$53,900	\$60,900
Exec / Operations Associate I	\$67,000	\$77,000	\$60,300	\$69,300	\$53,600	\$61,600	\$46,900	\$53,900
Programs								
Director of P&S	\$115,000	\$150,000	\$103,500	\$135,000	\$92,000	\$120,000	\$80,500	\$105,000
Program Directors	\$107,000	\$140,000	\$96,300	\$126,000	\$85,600	\$112,000	\$74,900	\$98,000
Senior Program Associate II	\$107,000	\$117,000	\$96,300	\$105,300	\$85,600	\$93,600	\$74,900	\$81,900
Senior Program Associate I	\$97,000	\$107,000	\$87,300	\$96,300	\$77,600	\$85,600	\$67,900	\$74,900
Program Associate III	\$87,000	\$97,000	\$78,300	\$87,300	\$69,600	\$77,600	\$60,900	\$67,900
Program Associate II	\$77,000	\$87,000	\$69,300	\$78,300	\$61,600	\$69,600	\$53,900	\$60,900
Program Associate I	\$67,000	\$77,000	\$60,300	\$69,300	\$53,600	\$61,600	\$46,900	\$53,900