

Compensation Ranges by Job Family and "Career/Pay" Job Catalog for UVM Staff United Positions as of October, 2024

**This document reflects the "Career/Pay" Classification System which UVMSU positions are within. On 10/21/24 the new job architecture launched under the Career Path Development Project; all non-union, UE and Teamsters positions were migrated to the updated classification system and thus removed from this list.**

Job Code(s)	Job Family	System Title	FLSA Status	Union	FY25 Hiring Floor*	Minimum	Midpoint	Maximum
2061, 2063	Admin Support	Business Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2071, 2072	Admin Support	Business Support Generalist	Non-Exempt	UVMSU	\$20.00	\$16.84	\$22.73	\$28.63
2111	Admin Support	Office/Prgm Outreach Support	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2021, 2022	Admin Support	Office/Prgm Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2031, 2032, 2033	Admin Support	Office/Prgm Support Generalist	Non-Exempt	UVMSU	\$20.00	\$16.84	\$22.73	\$28.63
2151	Admin Support	Technical Support Generalist	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2171, 2172	Admin Support	Technical Support Specialist	Non-Exempt	UVMSU	\$20.00	\$19.16	\$25.87	\$32.57
2081	Admin Support	Library Support Assistant	Non-Exempt	UVMSU	\$20.00	\$15.12	\$20.41	\$25.70
2091	Admin Support	Library Support Generalist	Non-Exempt	UVMSU	\$20.00	\$15.75	\$21.26	\$26.78
2101	Admin Support	Library Support Senior	Non-Exempt	UVMSU	\$20.00	\$16.89	\$22.80	\$28.71
2121, 2122, 2123	Admin Support	Services Spt Material Spec	Non-Exempt	UVMSU	\$20.00	\$17.62	\$23.79	\$29.95
3351	Professional	Academic Srvcs Professional	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,000.00	\$68,200.00
3354	Professional	Academic Srvcs Professional (NE)	Non-exempt	UVMSU	\$20.00	\$18.71	\$26.67	\$34.97
3361	Professional	Academic Srvcs Professional Sr	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,300.00	\$88,200.00
3364	Professional	Academic Srvcs Professional Sr (NE)	Non-exempt	UVMSU	\$23.79	\$23.79	\$34.51	\$43.23
3051, 3052	Professional	Admin Analyst/Planner	Exempt	UVMSU	\$48,600.00	\$48,600.00	\$70,500.00	\$92,300.00
3054, 3055	Professional	Admin Analyst/Planner (NE)	Non-exempt	UVMSU	\$24.92	\$24.92	\$36.15	\$47.33
3061	Professional	Admin Analyst/Planner Sr	Exempt	UVMSU	\$55,900.00	\$55,900.00	\$81,100.00	\$106,200.00
3101	Professional	Admin Facilities Professnl	Exempt	UVMSU	\$56,700.00	\$56,700.00	\$82,200.00	\$107,700.00
3102	Professional	Admin Facilities Professnl	Exempt	UVMSU	\$60,486.40	\$60,486.40	\$87,672.00	\$114,878.40
3111	Professional	Admin Facilities Professnl Sr	Exempt	UVMSU	\$62,700.00	\$62,700.00	\$90,900.00	\$119,100.00
3112	Professional	Admin Facilities Professnl Sr	Exempt	UVMSU	\$66,872.00	\$66,872.00	\$96,959.20	\$127,046.40
3091, 3092	Professional	Administrative Coordinator	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,300.00	\$88,200.00
3094, 3095	Professional	Administrative Coordinator (NE)	Non-exempt	UVMSU	\$23.79	\$23.79	\$34.51	\$43.23
3031	Professional	Administrative Professional	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,300.00	\$88,200.00
3034	Professional	Administrative Professional (NE)	Non-exempt	UVMSU	\$23.79	\$23.79	\$34.51	\$43.23
3032	Professional	Administrative Professional	Exempt	UVMSU	\$49,483.20	\$49,483.20	\$71,780.80	\$94,078.40
3041	Professional	Administrative Professional Sr	Exempt	UVMSU	\$55,300.00	\$55,300.00	\$80,200.00	\$105,100.00
3042	Professional	Administrative Professional Sr	Exempt	UVMSU	\$58,988.80	\$58,988.80	\$85,550.40	\$112,112.00
3631	Professional	Career Development Counselor	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,002.00	\$68,200.00
3634	Professional	Career Development Counselor (NE)	Non-exempt	UVMSU	\$20.00	\$18.41	\$26.67	\$34.97
3671	Professional	Career Devlpmnt Counselor Sr	Exempt	UVMSU	\$43,100.00	\$43,100.00	\$62,424.00	\$81,900.00
3674	Professional	Career Devlpmnt Counselor Sr (NE)	Non-exempt	UVMSU	\$22.10	\$22.10	\$32.01	\$42.00
3551	Professional	Clinical Engineer	Exempt	UVMSU	\$51,300.00	\$51,300.00	\$74,385.00	\$97,500.00
3221	Professional	Clinical Veterinarian	Exempt	UVMSU	\$122,000.00	\$122,000.00	\$176,958.00	\$231,800.00
3071, 3072	Professional	Communications Professional	Exempt	UVMSU	\$42,100.00	\$42,100.00	\$61,074.00	\$80,000.00
3074, 3075	Professional	Communications Professional (NE)	Non-exempt	UVMSU	\$21.59	\$21.59	\$31.32	\$41.03
3081	Professional	Communications Professional Sr	Exempt	UVMSU	\$50,800.00	\$50,800.00	\$73,602.00	\$96,500.00

Job Code(s)	Job Family	System Title	FLSA Status	Union	FY25 Hiring Floor*	Minimum	Midpoint	Maximum
3131	Professional	Constituent Relations Professional	Exempt	UVMSU	\$52,400.00	\$52,400.00	\$75,951.00	\$99,600.00
3401	Professional	Enrollment Mgmt Professional	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,002.00	\$68,200.00
3404	Professional	Enrollment Mgmt Professional (NE)	Non-exempt	UVMSU	\$20.00	\$18.41	\$26.67	\$34.97
3411	Professional	Enrollment Mgmt Professional Sr	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,338.00	\$88,200.00
3311, 3312	Professional	Facility Coordinator	Exempt	UVMSU	\$54,000.00	\$54,000.00	\$78,300.00	\$102,600.00
3201	Professional	Health Care Counselor	Exempt	UVMSU	\$45,400.00	\$45,400.00	\$65,772.00	\$86,300.00
3204	Professional	Health Care Counselor (NE)	Non-exempt	UVMSU	\$23.28	\$23.28	\$33.73	\$44.26
3211	Professional	Health Care Counselor Sr	Exempt	UVMSU	\$54,000.00	\$54,000.00	\$78,300.00	\$102,600.00
3161	Professional	Health Care Doctor	Exempt	UVMSU	\$122,000.00	\$122,000.00	\$176,958.00	\$231,800.00
3171	Professional	Health Care Nurse	Exempt	UVMSU	\$51,300.00	\$51,300.00	\$74,385.00	\$97,500.00
3174	Professional	Health Care Nurse (NE)	Non-exempt	UVMSU	\$26.31	\$26.31	\$38.15	\$50.00
3191	Professional	Health Care Professional	Exempt	UVMSU	\$45,400.00	\$45,400.00	\$65,772.00	\$86,300.00
3194	Professional	Health Care Professional (NE)	Non-exempt	UVMSU	\$23.28	\$23.28	\$33.73	\$44.26
3531	Professional	Health Care Professional Sr	Exempt	UVMSU	\$54,000.00	\$54,000.00	\$78,300.00	\$102,600.00
3581	Professional	Health Care Provider	Exempt	UVMSU	\$64,800.00	\$64,800.00	\$93,960.00	\$123,100.00
3251	Professional	Information Tech Professional	Exempt	UVMSU	\$47,000.00	\$47,000.00	\$68,121.00	\$89,300.00
3254	Professional	Information Tech Professional (NE)	Non-exempt	UVMSU	\$24.10	\$24.10	\$34.93	\$45.79
3261	Professional	Information Tech Professional Sr	Exempt	UVMSU	\$65,700.00	\$65,700.00	\$95,326.20	\$124,800.00
3501	Professional	Information Tech Specialist	Exempt	UVMSU	\$67,000.00	\$67,000.00	\$97,092.00	\$127,300.00
3431	Professional	Library Professional	Exempt	UVMSU	\$42,100.00	\$42,100.00	\$61,074.00	\$80,000.00
3434	Professional	Library Professional (NE)	Non-exempt	UVMSU	\$21.59	\$22.00	\$31.32	\$41.00
3521	Professional	Outreach Coordinator	Exempt	UVMSU	\$44,800.00	\$44,800.00	\$64,950.00	\$85,100.00
3331	Professional	Outreach Professional	Exempt	UVMSU	\$42,100.00	\$42,100.00	\$61,074.00	\$80,000.00
3334	Professional	Outreach Professional (NE)	Non-exempt	UVMSU	\$21.60	\$21.60	\$31.32	\$41.00
3341	Professional	Outreach Professional Sr	Exempt	UVMSU	\$50,800.00	\$50,800.00	\$73,602.00	\$96,500.00
3344	Professional	Outreach Professional Sr (NE)	Non-exempt	UVMSU	\$26.05	\$26.05	\$37.74	\$49.49
3561	Professional	Professional Sr Executive Asst	Exempt	UVMSU	\$81,000.00	\$81,000.00	\$117,504.00	\$153,900.00
3281	Professional	Research Engineer	Exempt	UVMSU	\$56,700.00	\$56,700.00	\$82,215.00	\$107,700.00
3291	Professional	Research Specialist	Exempt	UVMSU	\$42,100.00	\$42,100.00	\$61,074.00	\$80,000.00
3294	Professional	Research Specialist (NE)	Non-exempt	UVMSU	\$21.58	\$21.58	\$31.32	\$41.03
3301	Professional	Researcher/Analyst	Exempt	UVMSU	\$58,100.00	\$58,100.00	\$84,250.80	\$110,400.00
3302	Professional	Researcher/Analyst	Exempt	UVMSU	\$61,963.20	\$61,963.20	\$89,866.40	\$117,769.60
3304	Professional	Researcher/Analyst (NE)	Non-exempt	UVMSU	\$29.79	\$29.79	\$46.09	\$60.39
3641	Professional	Residence Director	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,002.00	\$68,200.00
3644	Professional	Residence Director (NE)	Non-exempt	UVMSU	\$20.00	\$18.41	\$26.67	\$34.97
3601	Professional	Safety Coordinator	Exempt	UVMSU	\$44,800.00	\$44,800.00	\$64,989.00	\$85,100.00
3441	Professional	Student Life Professional	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,002.00	\$68,200.00
3444	Professional	Student Life Professional (NE)	Non-exempt	UVMSU	\$20.00	\$18.41	\$26.67	\$34.97
3451	Professional	Student Life Professional Sr	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,338.00	\$88,200.00
3454	Professional	Student Life Professional Sr (NE)	Non-exempt	UVMSU	\$23.80	\$23.80	\$34.54	\$45.23
3471	Professional	Student Svcs Professional	Exempt	UVMSU	\$39,000.00	\$35,900.00	\$52,002.00	\$68,200.00
3474	Professional	Student Svcs Professional (NE)	Non-exempt	UVMSU	\$20.00	\$18.41	\$26.67	\$34.97
3481	Professional	Student Svcs Professional Sr	Exempt	UVMSU	\$46,400.00	\$46,400.00	\$67,338.00	\$88,200.00
3591	Professional	Technical Safety Officer	Exempt	UVMSU	\$56,700.00	\$56,700.00	\$82,215.00	\$107,700.00

Job Code(s)	Job Family	System Title	FLSA Status	Union	FY25 Hiring Floor*	Minimum	Midpoint	Maximum
4261, 4262	Specialized	Business/Acctng Specialist	Non-Exempt	UVMSU	\$20.00	\$19.39	\$28.11	\$36.84
4311	Specialized	Clinic Assistant	Non-Exempt	UVMSU	\$20.00	\$16.20	\$23.49	\$30.78
4341	Specialized	Communications Specialist	Non-Exempt	UVMSU	\$20.00	\$17.72	\$25.70	\$33.67
4001	Specialized	Data Management Specialist	Exempt	UVMSU	\$39,000.00	\$36,700.00	\$53,244.00	\$69,700.00
4004	Specialized	Data Management Specialist (NE)	Non-Exempt	UVMSU	\$20.00	\$18.82	\$37.30	\$35.74
4321	Specialized	Data Specialist	Non-Exempt	UVMSU	\$20.00	\$19.39	\$28.11	\$36.84
4031	Specialized	Info Tech Assist/Programmr	Non-Exempt	UVMSU	\$20.00	\$19.83	\$28.75	\$37.68
4043	Specialized	Interpreter/Translator Specialist	Non-Exempt	UVMSU	\$20.00	\$16.20	\$23.49	\$30.78
4051	Specialized	Medical Technologist	Non-Exempt	UVMSU	\$20.00	\$17.50	\$25.37	\$33.25
4291	Specialized	Medical Laboratory Specialist	Non-Exempt	UVMSU	\$20.81	\$20.81	\$30.18	\$39.54
4061	Specialized	Nursing Specialist	Exempt	UVMSU	\$40,600.00	\$40,600.00	\$58,846.50	\$77,100.00
4351	Specialized	Outreach Specialist	Non-Exempt	UVMSU	\$20.00	\$17.72	\$25.70	\$33.67
4071, 4073	Specialized	Process Coordinator	Non-Exempt	UVMSU	\$20.00	\$17.72	\$25.70	\$33.67
4081, 4082	Specialized	Program Specialist	Non-Exempt	UVMSU	\$20.00	\$17.72	\$25.70	\$33.67
4251	Specialized	Student Services Specialist	Non-Exempt	UVMSU	\$20.00	\$17.39	\$25.22	\$33.04
4091	Technical	Biomedical Equipment Tech	Non-Exempt	UVMSU	\$20.21	\$20.21	\$29.31	\$38.40
4391	Technical	Biomedical Equipment Tech II	Non-Exempt	UVMSU	\$21.72	\$21.72	\$31.50	\$41.27
4101	Technical	Biomed Equipment Tech Snr	Non-Exempt	UVMSU	\$26.03	\$26.03	\$37.74	\$49.46
4111	Technical	Equipment Technician	Non-Exempt	UVMSU	\$21.05	\$21.05	\$30.52	\$39.99
4121	Technical	Equipment Technician Sr	Non-Exempt	UVMSU	\$26.03	\$26.03	\$37.74	\$49.46
4201, 4202, 4203	Technical	Lab/Research Technician	Non-Exempt	UVMSU	\$20.15	\$20.15	\$29.22	\$38.29
4211	Technical	Lab/Research Technician Sr	Non-Exempt	UVMSU	\$23.65	\$23.65	\$34.29	\$44.94
4151	Technical	Media Broadcast Technician	Exempt	UVMSU	\$47,100.00	\$47,100.00	\$68,355.90	\$89,500.00
4161, 4162	Technical	Media Technician	Non-Exempt	UVMSU	\$20.00	\$18.00	\$26.10	\$34.20
4271	Technical	Media Technician Senior	Non-Exempt	UVMSU	\$20.00	\$19.66	\$28.51	\$37.35
4181	Technical	Research Assistant	Non-Exempt	UVMSU	\$20.00	\$15.23	\$22.08	\$28.94
4191	Technical	Research Project Assistant	Non-Exempt	UVMSU	\$20.00	\$16.20	\$23.49	\$30.78
4141	Technical	Scientific Equipment Technician	Non-Exempt	UVMSU	\$23.26	\$23.26	\$33.73	\$44.19
<p><i>*Floor represents either the compensation range minimum or the minimum hiring requirement per collective bargaining agreement.</i></p> <p><i>Job codes ending in 1 &amp; 4 = 37.5 hours per week</i></p> <p><i>Job codes ending in 2 &amp; 5= 40 hours per week</i></p> <p><i>Job codes ending in 3 were formally used for 40 hours per week + Kronos employees (with Kronos migration this is no longer Kronos specific)</i></p>								