

ORGANIZATIONAL ANALYSIS

(Section 46a -68-82)

September 2023

This section was found to be in compliance in the previous filing and there were no proposals or recommendations.

1. Job Title Study

Each office, position, and position classification authorized by the Department of Administrative Services or established by statute is shown arranged into lines of progression, depicting the order of jobs through which an employee may advance. The titles are organized from the highest position to the lowest position. Titles without promotional opportunity are listed separately at the beginning of the Study under Not in Line of Progression. Classified and unclassified titles are identified.

2. Occupational Category Study

For this *Plan*, each position classification that was utilized during the *Plan* year has been placed in an occupational category with other position classifications with similar job content and opportunity. The position classifications in each occupational category are listed from highest to lowest level with the salary range for each classification.

**ORGANIZATIONAL ANALYSIS AS AT 8/21/2023
POSITION TITLES WITHIN OCCUPATIONAL CATEGORY
RANKED BY COMPENSATION HIGHEST TO LOWEST**

		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
TITLE		MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
1 - EXECUTIVE, ADMINISTRATIVE & MANAGERIAL								
1A								
	Chief Financial Officer	\$492,000	\$492,000			MGR		
	VP, Quality & Patient Services	\$348,500	\$348,500			MGR		
	Dean	\$304,150	\$509,412			FAC		
	VP, Ambulatory Care Admin	\$279,452	\$279,452			MGR		
	Vice President	\$254,872	\$263,042			MGR		
	Chief Admin Officer	\$246,253	\$246,253			MGR		
	Chief of Staff	\$246,234	\$246,234			MGR		
	Controller	\$232,169	\$232,169			MGR		
	Associate Vice President	\$208,532	\$266,500			MGR		
	VP, Patient Experience	\$202,487	\$202,487			MGR		
	Asst Vice President	\$163,065	\$239,157			MGR		
	Chief Information Officer	\$343,375	\$343,375			MGR		
1B								
	Chief Counsel	\$215,250	\$215,250			MGR		
	Sr Dir, Accreditation/Reg Aff	\$197,470	\$197,470			MGR		
	Senior Director - Budget	\$194,224	\$194,224			MGR		
	Sr Director, Finance/Adm,SOM	\$185,853	\$185,853			MGR		
	Associate Director, Pharmacy	\$176,860	\$176,860			MGR		
	Director, Radiation Safety/EOC	\$169,142	\$169,142			MGR		
	Nursing Director	\$150,000	\$204,230			MGR		
	Director, Epidemiology	\$158,599	\$158,599			MGR		
	Director, Strategic Projects	\$155,848	\$155,848			MGR		
	Associate Director	\$125,000	\$168,612			MGR		
	Director, Emergency Preparedne	\$146,021	\$146,021			MGR		
	Director, Info Technology	\$143,165	\$176,736			MGR		
	Director, Ambulatory Access In	\$132,662	\$132,662			MGR		
	Director, Procurement	\$131,803	\$131,803			MGR		
	Univ Director	\$114,950	\$231,417			MGR		
	Deputy Chief Counsel	\$261,966	\$261,966			MGR		
	Director, Pharmacy	\$220,375	\$220,375			MGR		
	Sr Assoc Healthcare Counsel	\$156,750	\$182,875			CFD		
	Administrative Director	\$115,749	\$148,352			MGR		
1C								
	Medical Physicist	\$241,004	\$260,663			MGR		
	Pharmacy Manager	\$150,000	\$150,000			MGR		
	Program Director	\$181,233	\$181,233			MGR		
	UHP President	\$144,664	\$144,664	109,408	144,664	UH 16		
	Asst Director, Campus Planning	\$138,819	\$138,819	105,456	138,819	UH 15		
	Asst Director, Design Svcs	\$138,819	\$138,819	105,456	138,819	UH 15		
	Asst Director, Fac Bus Svcs	\$133,016	\$133,016	101,608	133,016	UH 14		
	Asst Director, Fac Maint & Ops	\$133,016	\$133,016	101,608	133,016	UH 14		
	Univ Asst Director	\$108,680	\$108,680			MGR		
	Nurse Manager	\$136,940	\$165,356			MGR		
	Manager, Respiratory Svcs	\$130,625	\$130,625			MGR		
	UHPC-4/Dept Manager	\$134,861	\$134,861			MGR		
	Information Technology Manager	\$127,733	\$127,733	105,456	138,819	UH 15		
	Asst Dir, Procurement Systems	\$126,027	\$126,027	101,608	133,016	UH 14		
	Rehab Svcs Operations Mngr	\$126,027	\$126,027	101,608	133,016	UH 14		
	Finance Manager	\$105,082	\$133,016	101,608	133,016	UH 14		
	Asst Director, Lab Animal Care	\$123,885	\$123,885	97,594	127,192	UH 13		

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POSITION TITLES WITHIN OCCUPATIONAL CATEGORY
RANKED BY COMPENSATION HIGHEST TO LOWEST**

		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
	TITLE	MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
	UHP Vice President	\$107,432	\$107,432	97,594	127,192	UH 13		
	Asst Director/Supply Chain Ops	\$115,565	\$115,565	101,608	133,016	UH 14		
	Manager, Diagnostic Imaging	\$129,375	\$129,375			MGR		
	Asst Director, Logistics Mngmt	\$112,070	\$112,070	101,608	133,016	UH 14		
	Asst Director, Multimedia Svcs	\$110,739	\$110,739	97,594	127,192	UH 13		
	Operations Mngr-Facilities Svc	\$105,934	\$121,347	93,538	121,347	UH 12		
	Manager, Health Info Managemnt	\$105,381	\$112,467			MGR		
	Manager, Patient Access	\$104,500	\$104,500			MGR		
	Mgr, Patient Financial Svcs	\$112,000	\$112,860			MGR		
	Program Manager-Risk Mngmnt	\$104,626	\$104,626			CFD		
	Clinical Practice Manager 2	\$89,378	\$115,565	89,378	115,565	UH 11		
	Academic Admin Manager	\$109,725	\$116,132			MGR		
	Administrative Manager	\$95,859	\$140,030			MGR		
	Clinical Practice Manager	\$90,501	\$109,720	85,072	109,720	UH 10		
	Chief Clinical Engineer	\$137,940	\$137,940			MGR		
	Business Services Manager	\$85,072	\$109,720			CFD		
2 -								
2A								
	Head of Dept/Basic Sci	\$207,002	\$346,514			FAC		
	Head of Dept/Clinical	\$224,637	\$920,119			FAC		
2B								
	University Professor	\$749,788	\$749,788			FAC		
	Professor/Visiting	\$490,414	\$660,183			FAC		
	Professor/Clinical	\$160,128	\$983,901			FAC		
	Professor/Basic Sci	\$158,834	\$350,000			FAC		
2C								
	Assoc Prof/Visiting	\$130,350	\$400,000			FAC		
	Assoc Prof/Clinical	\$117,000	\$682,952			FAC		
	Assoc Prof/Basic Sci	\$119,693	\$284,253			FAC		
2D								
	Asst Prof/Clinical	\$91,302	\$633,022			FAC		
	Asst Prof/Basic Sci	\$89,830	\$357,374			FAC		
2E								
	Instructor/Clinical	\$88,125	\$160,889			FAC		
	Instructor/Basic Sci	\$60,000	\$105,000			FAC		
3 -								
3A								
	Staff Nurse CN4	\$115,565	\$115,565	89,378	115,565	UH 11		
	Clin Sys/Informatics Analyst	\$100,984	\$100,984	89,378	115,565	UH 11		
	Staff Nurse CN3 - Outpatient	\$109,720	\$109,720	85,072	109,720	UH 10		
	Staff Nurse CN3	\$93,246	\$109,720	85,072	109,720	UH 10		
	Research Nurse	\$85,238	\$89,898	71,261	92,227	UH 07		
	Staff Nurse CN2 - Outpatient	\$83,158	\$103,834	80,558	103,834	UH 09		
	Staff Nurse CN2	\$80,558	\$103,834	80,558	103,834	UH 09		
3A	Staff Nurse CN1	\$75,962	\$75,962	75,962	98,030	UH 08		
3B								
	Administrative Supv, Nursing	\$119,059	\$133,016	101,608	133,016	UH 14		
	Asst Nursing Manager	\$91,478	\$123,885	97,698	123,885	UA 09		
3C								
	Nurse Anesthetist	\$197,038	\$203,403	145,579	203,403	UH 22		
	Supvr, Clinical Case Manager	\$127,192	\$127,192	97,594	127,192	UH 13		
	Infection Control Specialist 2	\$123,885	\$127,192	97,594	127,192	UH 13		

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		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
	TITLE	MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
	Clinical Nurse Consultant	\$112,146	\$112,146			CFD		
	Lactation Team Lead	\$100,984	\$100,984	89,378	115,565	UH 11		
	Clinical Nurse Specialist	\$100,901	\$127,192	97,594	127,192	UH 13		
	Clinical Program Coordinator	\$93,538	\$112,154	93,538	121,347	UH 12		
	Wound & Ostomy Nurse	\$95,992	\$95,992	85,072	109,720	UH 10		
	Lactation Nurse	\$95,992	\$101,525	85,072	109,720	UH 10		
	Clinical Case Manager	\$89,378	\$115,565	89,378	115,565	UH 11		
	Clinical Patient Navigator	\$85,779	\$103,834	80,558	103,834	UH 09		
3D								
	Mobile Intensive Care Coord Su	\$115,565	\$115,565	89,378	115,565	UH 11		
	Social Work Supervisor	\$109,720	\$109,720	89,378	115,565	UH 11		
	Rehabilitation Services Supvr	\$106,829	\$115,565	89,378	115,565	UH 11		
	Histology Supervisor	\$103,834	\$103,834	80,558	103,834	UH 09		
	Clinical Radiologic Supvr	\$96,616	\$121,347	93,538	121,347	UH 12		
	Clinical Lab Supervisor	\$90,917	\$103,834	80,558	103,834	UH 09		
	Oral and Max Radiologic Supvr	\$88,234	\$88,234	75,962	98,030	UH 08		
3E								
	Clinical Perfusionist Coord	\$203,403	\$203,403	145,579	203,403	UH 22		
	Clinical Perfusionist	\$203,403	\$203,403	145,579	203,403	UH 22		
	Informatics Pharmacist	\$147,347	\$151,486	114,317	151,486	UH 17		
	Pharmacy Clinical Coord	\$133,078	\$159,744	119,683	159,744	UH 18		
	Lead Physician Assistant	\$147,909	\$170,144	130,083	170,144	UL 18		
	Lead Pathologists' Assistant	\$133,016	\$133,016	101,608	133,016	UH 14		
	Physician Assistant	\$119,683	\$159,744	119,683	159,744	UH 18		
	Inv Drug Pharm/Med Safty Pharm	\$130,832	\$134,950	114,317	151,486	UH 17		
	Procurement & Inv Pharmacist	\$150,842	\$150,842	119,683	159,744	UH 18		
	Diabetes Education Program Co	\$123,885	\$123,885	97,594	127,192	UH 13		
	Ergonomist	\$120,619	\$120,619	97,594	127,192	UH 13		
	Medical Dosimetrist	\$117,229	\$144,664	109,408	144,664	UH 16		
	Biological Safety Officer	\$105,934	\$105,934	93,538	121,347	UH 12		
	Pharmacist-UHP	\$113,318	\$144,664	109,408	144,664	UH 16		
	Pathologist Assistant	\$107,432	\$107,432	97,594	127,192	UH 13		
	Research Facilitator	\$104,250	\$109,720	85,072	109,720	UH 10		
	Chemical Safety Officer	\$103,875	\$103,875	89,378	115,565	UH 11		
	Speech Pathologist	\$101,525	\$109,720	85,072	109,720	UH 10		
	Clinical Documentation Spec	\$95,618	\$98,030	75,962	98,030	UH 08		
	Diabetes Educator	\$98,675	\$98,675	80,558	103,834	UH 09		
	Quality Assurance Specialist	\$87,755	\$109,720	85,072	109,720	UH 10		
	Therapeutic Recreation Spec	\$85,821	\$85,821	75,962	98,030	UH 08		
	Occupational Therapist 2-UHP	\$80,891	\$98,030	75,962	98,030	UH 08		
3E	Physical Therapist 2 - UHP	\$78,437	\$98,030	75,962	98,030	UH 08		
	Mental Health Clinician	\$83,158	\$103,834	80,558	103,834	UH 09		
	Poison Information Spec	\$78,437	\$98,030	75,962	98,030	UH 08		
	Patient Instructor Trainer	\$78,270	\$78,270	71,261	92,227	UH 07		
	Physical Therapist 1 - UHP	\$68,723	\$68,723	66,498	86,382	UH 06		
	Athletic Trainer	\$61,734	\$65,957	61,734	80,558	UH 05		
	Neonatal Spec Resp Care	\$88,234	\$88,234	75,962	98,030	UH 08		
3F								
	Clinical Research Assoc 2	\$97,594	\$123,885	97,594	127,192	UH 13		
	Research Associate 2	\$100,901	\$127,192	97,594	127,192	UH 13		
	Clinical Research Assoc 1	\$85,072	\$110,739	85,072	127,192	UH 10		
	Research Associate 1	\$85,072	\$109,720	85,072	109,720	UH 10		

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RANKED BY COMPENSATION HIGHEST TO LOWEST**

	TITLE	ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
		MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
	Clinical Research Asst 3	\$78,437	\$98,030	75,962	98,030	UH 08		
	Research Assistant 3	\$75,962	\$98,030	75,962	98,030	UH 08		
	Clinical Research Asst 2	\$66,498	\$86,382	66,498	86,382	UH 06		
	Research Analyst	\$70,990	\$86,382	66,498	86,382	UH 06		
	Research Assistant 2	\$66,498	\$86,382	66,498	86,382	UH 06		
	Clinical Research Asst 1	\$57,117	\$64,938	57,117	74,714	UH 04		
	Research Assistant 1	\$57,117	\$74,714	57,117	74,714	UH 04		
3G								
	Lead Cytotechnologist	\$109,720	\$109,720	85,072	109,720	UH 10		
	Histotechnologist	\$75,962	\$98,030	75,962	98,030	UH 08		
	Medical Technologist 2	\$75,962	\$98,030	75,962	98,030	UH 08		
	Medical Technologist 1	\$66,498	\$68,723	66,498	86,382	UH 06		
3H								
	Assoc Accountant	\$112,882	\$112,882	87,776	112,882		AR 26	
	Grants & Contracts Specialist	\$112,882	\$112,882	87,776	112,882		AR 26	
	Internal Auditor - Medical	\$99,275	\$99,275	60,096	83,468	CFD		
	Supervising Accountant - UHP	\$93,538	\$121,347	93,538	121,347	UH 12		
	Fiscal Admin Off	\$98,384	\$98,384	76,107	98,384		AR 23	
	Reimbursement Analyst 2	\$89,378	\$115,565	89,378	115,565	UH 11		
	Staff Accountant 3	\$83,158	\$98,675	80,558	103,834	UH 09		
	Accountant	\$76,107	\$87,194	76,107	98,384		AR 23	
	Administrative Financial Coord	\$78,375	\$78,375	53,152	74,092	CFD		
	Supervisor, Patient Access	\$75,962	\$90,667	75,962	98,030	UH 08		
	Supv Patient Svcs Accts	\$80,891	\$98,030	75,962	98,030	UH 08		
	Reimbursement Analyst 1	\$71,261	\$89,898	71,261	92,227	UH 07		
	Staff Accountant 2	\$78,270	\$87,589	71,261	92,227	UH 07		
	Financial Aid Officer	\$73,632	\$73,632	71,261	92,227	UH 07		
	Fiscal Coordinator	\$73,632	\$92,227	71,261	92,227	UH 07		
	Staff Accountant 1	\$66,498	\$79,768	66,498	86,382	UH 06		
	Patient Svcs Accounts Coord	\$63,877	\$80,558	61,734	80,558	UH 05		

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RANKED BY COMPENSATION HIGHEST TO LOWEST**

	TITLE	ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
		MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
3I								
	Sr Labor Relations Specialist	\$151,910	\$151,910			CFD		
	Labor Relations Specialist	\$114,920	\$114,920			CFD		
	Labor Relations Coordinator	\$71,750	\$112,860	60,096	83,468	CFD		
	PI Project Leader	\$143,298	\$143,298	69,793	97,529	CFD		
	HealthCare Counsel	\$105,566	\$105,566			CFD		
	Coding & Documnt Integrity Mgr	\$127,192	\$127,192	97,594	127,192	UH 13		
	Librarian 4	\$100,901	\$127,192	97,594	127,192	UH 13		
	Strategic Planner	\$116,780	\$116,780			CFD		
	Labor Relations Specialist	\$114,920	\$114,920	66,666	92,842	CFD		
	HR Consultant	\$99,275	\$121,646			CFD		
	Community Health Prog Supvr	\$112,611	\$112,611	89,378	115,565	UH 11		
	Student Affairs Officer	\$109,720	\$109,720	85,072	109,720	UH 10		
	Research Compliance Monitor 2	\$112,611	\$115,565	89,378	115,565	UH 11		
	EEO Investigator	\$109,998	\$109,998			CFD		
	Interpreter Services Coord	\$109,720	\$109,720	85,072	109,720	UH 10		
	UCH Communications Specialist	\$106,954	\$109,720	85,072	109,720	UH 10		
	Human Resources Specialist 3	\$100,000	\$117,259			CFD		
	Clin Simulation CTR Coordinato	\$106,829	\$106,829	89,378	115,565	UH 11		
	Procurement Contract Spec	\$99,715	\$118,269	93,538	121,347	UH 12		
	Educ & Development Spec.	\$96,117	\$103,834	80,558	103,834	UH 09		
	Employee Assistance Counselor	\$98,030	\$98,030	75,962	98,030	UH 08		
	Assoc Compliance Officer	\$100,423	\$141,734			CFD		
	Academic Curric Coordinator	\$87,755	\$104,250	85,072	109,720	UH 10		
	Executive Assist to Dean-SOM	\$98,283	\$98,283			CFD		
	Sponsored Program Specialist	\$96,616	\$121,347	93,538	121,347	UH 12		
	Lead Coding Trainer	\$93,517	\$93,517	80,558	103,834	UH 09		
	Program Manager	\$96,117	\$103,834	80,558	103,834	UH 09		
	Administrative Officer	\$78,437	\$99,275			CFD		
	Healthcare Data Analyst	\$80,558	\$93,517	80,558	103,834	UH 09		
	Assistant Privacy Officer	\$101,000	\$106,241	60,096	83,468	CFD		
	Procurement Financial Officer	\$93,122	\$93,122	75,962	98,030	UH 08		
	Research Compliance Monitor 1	\$90,917	\$101,254	80,558	103,834	UH 09		
	Librarian 3	\$90,501	\$93,246	85,072	109,720	UH 10		
	Compliance Specialist	\$89,547	\$107,214	60,096	83,468	CFD		
	Spvr, Medical Coding & Training	\$85,821	\$85,821	75,962	98,030	UH 08		
	Pharmacy Quality Specialist	\$85,779	\$85,779	80,558	103,834	UH 09		
	Talent Acquisition Specialist	\$86,382	\$103,349			CFD		
	Practice Relations Liaison	\$89,898	\$92,227	71,261	92,227	UH 07		
	Med Materials Mngmnt Supvr	\$84,198	\$84,198	66,498	86,382	UH 06		
	Medical Records Supervisor	\$86,382	\$86,382	66,498	86,382	UH 06		
	Executive Staff Asst	\$81,510	\$101,920			CFD		
	Childcare Head Teacher	\$80,558	\$80,558	61,734	80,558	UH 05		
	Human Resources Specialist 2	\$77,589	\$86,382			CFD		
	Chaplain	\$80,891	\$80,891	75,962	98,030	UH 08		
	Coding Trainer	\$75,962	\$95,618	75,962	98,030	UH 08		
	Administrative Officer	\$78,437	\$99,275			CFD		
	Comm Based Educ Spec	\$75,899	\$89,898	71,261	92,227	UH 07		
3J	Web and Marketing Assoc	\$73,632	\$73,632	71,261	92,227	UH 07		
	Asst Radiation Safety Officer	\$101,254	\$101,254	80,558	103,834	UH 09		
	Librarian 2	\$75,962	\$78,437	75,962	98,030	UH 08		
	Employee Resource Specialist	\$68,331	\$83,600	49,605	69,406	CFD		

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	TITLE	MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
	Human Resources Specialist 1	\$68,331	\$78,375			CFD		
	Childcare Teacher	\$48,298	\$63,107	48,298	63,107	UH 02		
	Admin and Clin Research Coord	\$93,122	\$93,122	75,962	98,030	UH 08		
	Adm Program Coordinator	\$71,261	\$100,029			CFD		
	Adm Program Coordinator	\$71,261	\$100,029			CFD		
3K								
	Behavioral Health Program Mgr	\$104,208	\$104,208	97,594	127,192	UH 13		
	Social Worker 2	\$80,558	\$103,834	80,558	103,834	UH 09		
3L								
	Electrical Engineer	\$121,347	\$121,347	93,538	121,347	UH 12		
	IT Project Manager	\$125,050	\$144,664	109,408	144,664	UH 16		
	Biomedical Cybersecurity Engin	\$108,576	\$108,576	101,608	133,016	UH 14		
	Facilities Engineer	\$93,538	\$93,538	93,538	121,347	UH 12		
	Performance Improvement Spec	\$124,016	\$124,016	66,666	92,842	CFD		
	Application Architect	\$119,059	\$133,016	101,608	133,016	UH 14		
	Project Manager 2, Campus Plan	\$120,307	\$138,819	105,456	138,819	UH 15		
	Digital Marketing Specialist	\$87,755	\$87,755	85,072	109,720	UH 10		
	Application Analyst 3	\$115,565	\$133,016	101,608	133,016	UH 14		
	Application Developer 3	\$110,739	\$127,192	97,594	127,192	UH 13		
	Web Communication Officer 2	\$109,720	\$109,720	85,072	109,720	UH 10		
	Legal Contract Specialist 2	\$109,720	\$112,611	89,378	115,565	UH 11		
	Infrastructure Architect	\$105,082	\$133,016	101,608	133,016	UH 14		
	Systems Manager	\$104,208	\$127,192	97,594	127,192	UH 13		
	Epic Training Coordinator	\$115,128	\$115,128	93,538	121,347	UH 12		
	Application Analyst 2	\$100,901	\$127,192	97,594	127,192	UH 13		
	HRIS Administrator	\$104,704	\$116,618			CFD		
	Instructional Design Spec	\$105,934	\$121,347	93,538	121,347	UH 12		
	Application Developer 2	\$85,072	\$109,720	85,072	109,720	UH 10		
	Architect/Electrical Designer	\$95,618	\$95,618	75,962	98,030	UH 08		
	Education Technology Trainer	\$95,160	\$95,160	89,378	115,565	UH 11		
	Technical Analyst 3	\$95,160	\$115,565	89,378	115,565	UH 11		
	Technical Analyst 2	\$87,755	\$109,720	85,072	109,720	UH 10		
	Application Analyst 1	\$89,378	\$115,565	89,378	115,565	UH 11		
	Business System Analyst	\$89,378	\$115,565	89,378	115,565	UH 11		
	Principal Trainer	\$92,269	\$115,565	89,378	115,565	UH 11		
	Web Communication Officer 1	\$87,589	\$87,589	71,261	92,227	UH 07		
	HRIS Specialist 2	\$88,156	\$88,156			CFD		
	Admin & Clin Sys Coord	\$75,962	\$90,667	75,962	98,030	UH 08		
	Technical Analyst 1	\$75,962	\$98,030	75,962	98,030	UH 08		
	Application Developer 1	\$71,261	\$71,261	71,261	92,227	UH 07		
	Project Planning Coordinator	\$80,558	\$80,558	80,558	103,834	UH 09		
	Social Media Specialist	\$75,899	\$75,899	71,261	92,227	UH 07		

**ORGANIZATIONAL ANALYSIS AS AT 8/21/2023
POSITION TITLES WITHIN OCCUPATIONAL CATEGORY
RANKED BY COMPENSATION HIGHEST TO LOWEST**

	TITLE	ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
		MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
3M								
	Lead Nurse Practitioner	\$139,027	\$170,144	130,083	170,144	UL 18		
	Nurse Practitioner	\$119,683	\$159,744	119,683	159,744	UH 18		
	Lead Nurse Anesthetist	\$213,803	\$213,803	155,979	213,803	UL 22		
4 -								
4A	Office Assistant	\$47,008	\$61,672	47,008	61,672		CL 13	
4B								
	Lead Patient Svcs Rep	\$70,762	\$70,762	57,117	74,714	UH 04		
	Patient Access Representative	\$52,582	\$68,890	52,582	68,890	UH 03		
	Patient Svcs Representative	\$52,582	\$68,890	52,582	68,890	UH 03		
4C								
	Clerk Typist	\$42,161	\$53,290	42,162	53,290		CL 10	
	Clerk	\$39,978	\$47,424	39,978	50,045		CL 08	
4D								
	Fiscal Admin Asst	\$81,598	\$81,598	64,126	81,598		AR 19	
	Executive Assistant	\$66,498	\$96,311			CFD		
	Spec Secretary (Medical)	\$67,226	\$67,226	51,272	67,226		CL 15	
	Executive Assistant	\$66,498	\$96,311			CFD		
	Accounts Receivable Collector	\$68,890	\$68,890	52,582	68,890	UH 03		
	Adm Fiscal Assistant	\$61,734	\$78,499	61,734	80,558	UH 05		
	Lead ED Admissions Specialist	\$66,893	\$66,893	57,117	74,714	UH 04		
	Lead Telephone Operator	\$59,690	\$59,690	51,189	66,851		TC 14	
	Supply Coordinator	\$57,117	\$72,800	57,117	74,714	UH 04		
	Secretary 2	\$55,578	\$70,221	53,706	70,221		CL 16	
	Mail Handler	\$45,942	\$53,625	45,178	57,200		TC 11	
	E.D. Admissions Specialist	\$52,582	\$68,890	52,582	68,890	UH 03		
	Fiscal Assistant	\$48,298	\$58,157	48,298	63,107	UH 02		
	Human Resources Assistant	\$49,962	\$61,464	48,298	63,107	UH 02		
	Medical Records Clerk	\$47,008	\$61,672	47,008	61,672		CL 13	
	Data Entry Oper 1	\$47,050	\$47,050	43,368	55,037		CL 11	
	Cash Accounting Clerk	\$45,947	\$45,947	44,678	56,888		CL 12	
	Telecom Operator	\$43,368	\$55,037	43,368	55,037		CL 11	
	Telephone Opr	\$42,354	\$57,200	45,178	57,200		TC 11	
	Univ Helper	\$35,589	\$42,890	35,589	42,890		CL 04	
4E								
	Adm Program Assistant 1	\$48,298	\$63,107	48,298	63,107	UH 02		
	Adm Program Assistant 1	\$48,298	\$63,107	48,298	63,107	UH 02		
4F								
	Adm Program Assistant 2	\$57,117	\$74,714			CFD		
	Adm Program Assistant 2	\$57,117	\$74,714			CFD		
4G								
	Clinic Office Assistant	\$48,298	\$63,107	48,298	63,107	UH 02		

**ORGANIZATIONAL ANALYSIS AS AT 8/21/2023
POSITION TITLES WITHIN OCCUPATIONAL CATEGORY
RANKED BY COMPENSATION HIGHEST TO LOWEST**

		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
TITLE		MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
5 -								
5A	Respiratory Therapist Supv	\$113,734	\$113,734	84,261	113,734		FK 25	
	Pulmonary Coordinator	\$98,030	\$98,030	75,962	98,030	UH 08		
	Lead Respiratory Therapist	\$90,563	\$98,488	76,669	103,834		FK 23	
	Clinical Coordinator 2	\$75,962	\$93,122	75,962	98,030	UH 08		
5 -								
5A	Community Health Specialist	\$78,270	\$92,227	71,261	92,227	UH 07		
	Pulmonary Function Spec	\$76,398	\$80,558	61,734	80,558	UH 05		
	Credentialed Trainer	\$66,498	\$68,723	66,498	86,382	UH 06		
	Community Health Worker	\$63,877	\$78,499	61,734	80,558	UH 05		
	Respiratory Therapist	\$67,954	\$90,168	67,954	90,168		FK 20	
5B								
	Radiation Therapy Supervisor	\$121,347	\$121,347	93,538	121,347	UH 12		
	Lead Cardiac/Vascular Sngraphr	\$115,565	\$115,565	89,378	115,565	UH 11		
	Telecommunication Analyst/Coor	\$112,611	\$112,611	89,378	115,565	UH 11		
	Lead Nuclear Med Tech	\$109,720	\$109,720	85,072	109,720	UH 10		
	Lead Diagnostic Medical Sonogr	\$103,834	\$103,834	80,558	103,834	UH 09		
	Safety & QA Officer	\$83,158	\$98,675	80,558	103,834	UH 09		
	Cardiac/Vascular Sonographer	\$90,501	\$109,720	85,072	109,720	UH 10		
	Bone Densitometry Technologist	\$98,030	\$98,030	75,962	98,030	UH 08		
	Intrventnl/Spec Procedure Tech	\$98,030	\$98,030	75,962	98,030	UH 08		
	Mammography Technologist 2	\$98,030	\$98,030	75,962	98,030	UH 08		
	Embalmer/Coordinator	\$93,122	\$93,122	75,962	98,030	UH 08		
	Biomedical Tech Specialist	\$90,917	\$98,675	80,558	103,834	UH 09		
	Nuclear Medicine Technologist	\$96,117	\$101,254	80,558	103,834	UH 09		
	Dental Lab Tech 2	\$86,195	\$86,195	64,667	86,195		FK 19	
	Cardiovascular Technologist 2	\$92,227	\$92,227	71,261	92,227	UH 07		
	Lead Radiologic Tech - US/Sono	\$96,117	\$96,117	80,558	103,834	UH 09		
	Cardiovascular Technologist 1	\$86,382	\$86,382	66,498	86,382	UH 06		
	Radiation Therapy Technologist	\$85,072	\$109,720	85,072	109,720	UH 10		
	Lead Radiologic Technologist	\$83,158	\$103,834	80,558	103,834	UH 09		
	Histology Technician	\$74,714	\$74,714	57,117	74,714	UH 04		
	Medical Laboratory Technician	\$74,714	\$74,714	57,117	74,714	UH 04		
	Computed Tomography (CT) Tech2	\$80,891	\$93,122	75,962	98,030	UH 08		
	Biomedical Technician 2	\$71,261	\$92,227	71,261	92,227	UH 07		
	DM Sonography Technlgst 2	\$85,821	\$98,030	75,962	98,030	UH 08		
	Mag Resonance Imaging Tech 2	\$88,234	\$98,030	75,962	98,030	UH 08		
	Autopsy/Pathology Technician	\$72,218	\$72,218	61,734	80,558	UH 05		
	Cardiac Testing Tech	\$54,413	\$68,890	52,582	68,890	UH 03		
	Computed Tomography Tech 1	\$71,261	\$78,270	71,261	92,227	UH 07		
	Spec Dental Lab Tech	\$66,498	\$84,198	66,498	86,382	UH 06		
	Electronic Integrated Control	\$68,777	\$74,978	71,157	90,813		TC 21	
	Surgical Technologist 2	\$65,811	\$78,187	61,672	82,430		FK 18	
	Lead Ophthalmology Technician	\$70,762	\$74,714	57,117	74,714	UH 04		
	Neurodiagnostic Tech	\$64,938	\$74,714	57,117	74,714	UH 04		
	Diagnostic Rad Tech	\$66,498	\$86,382	66,498	86,382	UH 06		
	Cast Technician	\$61,006	\$74,714	57,117	74,714	UH 04		
	BioMedical Technician I	\$59,072	\$59,072	57,117	74,714	UH 04		
5B	Ophthalmology Technician	\$59,862	\$68,890	52,582	68,890	UH 03		
	OR/Anesthesia Tech	\$52,832	\$69,077	50,960	69,077		FK 14	
	Cntrl Sterile Proc Instr Spec	\$48,693	\$66,144	48,693	66,144		FK 13	
	Research Technician	\$44,408	\$51,542	44,408	57,262	UH 01		

**ORGANIZATIONAL ANALYSIS AS AT 8/21/2023
POSITION TITLES WITHIN OCCUPATIONAL CATEGORY
RANKED BY COMPENSATION HIGHEST TO LOWEST**

		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
	TITLE	MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
	Ld Mag Resonance Imagng Tech 2	\$93,517	\$93,517	80,558	103,834	UH 09		
	Lead Computed Tomography Tech	\$96,117	\$96,117	80,558	103,834	UH 09		
	DM Sonography Technlgst 1	\$73,632	\$73,632	71,261	92,227	UH 07		
5C								
	Interpreter Deaf/Hard of Hear	\$86,382	\$86,382	66,498	86,382	UH 06		
	Dental Simulation Lab Coord	\$82,909	\$82,909	71,261	92,227	UH 07		
	Laboratory Assistant 3	\$75,379	\$75,379	55,973	75,379		FK 16	
	Purchasing and Inventory Spec	\$73,632	\$73,632	71,261	92,227	UH 07		
	Preclinical Educ Specialist	\$65,957	\$65,957	61,734	80,558	UH 05		
	Dental Auxiliary Instructor	\$63,877	\$78,499	61,734	80,558	UH 05		
	Laboratory Assistant 2	\$48,693	\$66,144	48,693	66,144		FK 13	
	Pharmacy Technician Coord	\$53,394	\$64,854	53,394	72,134		FK 15	
	Coding Reimbursement Spec	\$56,202	\$67,080	52,582	68,890	UH 03		
	Med Rec Spec 1	\$49,067	\$64,376	49,067	64,376		CL 14	
	Med Rec Spec 2	\$61,090	\$61,090	59,134	76,731		CL 18	
	Pharmacy Technician	\$48,693	\$66,144	48,693	66,144		FK 13	
	EHS Specialist 1	\$82,909	\$82,909	71,261	92,227	UH 07		
	EHS Specialist 2	\$88,234	\$98,030	75,962	98,030	UH 08		
	Phlebotomist - 1199	\$44,678	\$50,128	44,678	58,906		FK 11	
	Diagnostic Imaging Assistant	\$37,939	\$40,851	37,939	48,672		FK 07	
	Information Specialist	\$57,117	\$57,117	57,117	74,714	UH 04		
5D								
	Medical Assistant	\$52,582	\$68,890	52,582	68,890	UH 03		
5E								
	Audio Visual (AV) Specialist	\$95,160	\$95,160	89,378	115,565	UH 11		
	UCH Paralegal Specialist	\$95,540	\$95,540			CFD		
	Associate Editor	\$66,498	\$66,498	66,498	86,382	UH 06		
	Library Technician 2	\$68,723	\$86,382	66,498	86,382	UH 06		
	HR Coordinator	\$86,382	\$86,382	56,661	78,780	CFD		
	Art Designer	\$82,909	\$82,909	71,261	92,227	UH 07		
	Academic Computing Spec III	\$75,962	\$85,821	75,962	98,030	UH 08		
	Research Database Manager	\$78,437	\$78,437	75,962	98,030	UH 08		
	Desktop Technician II	\$71,261	\$92,227	71,261	92,227	UH 07		
	Payroll Coordinator	\$68,016	\$68,016	61,734	80,558	UH 05		
	Medical Records Coding Tech 2	\$74,298	\$76,398	61,734	80,558	UH 05		
	Multimedia Specialist 2	\$73,632	\$92,227	71,261	92,227	UH 07		
	Clinical Coordinator	\$61,734	\$74,298	61,734	80,558	UH 05		
	Human Resources Associate	\$57,117	\$74,619			CFD		
	Systems Coordinator	\$61,734	\$78,499	61,734	80,558	UH 05		
	Library Technician 1	\$57,117	\$57,117	57,117	74,714	UH 04		
	Desktop Technician I	\$59,072	\$68,848	57,117	74,714	UH 04		
	Account Careers Trainee	\$60,486	\$60,486	52,874	68,245		AR 15	
	Multimedia Specialist 1	\$64,938	\$64,938	57,117	74,714	UH 04		
	Human Resources Associate	\$57,117	\$74,619			CFD		
5E								
	Medical Records Coding Tech 1	\$56,202	\$68,890	52,582	68,890	UH 03		
	Visual Media Designer	\$57,117	\$57,117	57,117	74,714	UH 04		
	Lead Med Records Coding Tech	\$68,723	\$79,768	66,498	86,382	UH 06		
5F								
	Dental Hygienist	\$61,734	\$72,218	61,734	80,558	UH 05		
	Lead Dental Asst	\$59,904	\$71,510	55,973	75,379		FK 16	
	Dental Asst	\$50,960	\$69,077	50,960	69,077		FK 14	

ORGANIZATIONAL ANALYSIS AS AT 8/21/2023								
POSITION TITLES WITHIN OCCUPATIONAL CATEGORY								
RANKED BY COMPENSATION HIGHEST TO LOWEST								
		ANNUAL SALARY 2023		2023 SALARY RANGE		COMPENSATION SCHEDULE		
	TITLE	MIN	MAX	MIN	MAX	UNCLASSIFIED	CLASSIFIED	
6 -								
6A	Qual Crft Wrkr-Painter	\$59,748	\$74,588	61,693	79,560		TC 18	
	Qual Crft Wrkr-Lock	\$68,484	\$77,922	64,646	83,117		TC 19	
	Qual Crft Wrkr-Elect	\$60,606	\$77,922	64,646	83,117		TC 19	
	Qual Crft Wrkr-A&E Mech	\$60,606	\$60,606	64,646	83,117		TC 19	
	Qual Crft Wrkr-HVACR	\$60,606	\$77,922	64,646	83,117		TC 19	
	Qual Crft Wrkr-Plumber	\$60,606	\$68,484	64,646	83,117		TC 19	
	Qual Crft Wrkr-Carpenter	\$59,748	\$63,570	61,693	79,560		TC 18	
	Skilled Maintainer	\$49,706	\$62,673	51,189	66,851		TC 14	
7 -								
7A	Bldg & Grnds Patrol Off	\$54,829	\$54,829	47,944	62,691		PS 05	
7B	Supervising Custodian	\$53,118	\$62,673	51,189	66,851		TC 14	
	Lead Custodian	\$42,354	\$47,229	45,178	57,200		TC 11	
	Custodian	\$40,053	\$50,057	42,723	53,394		TC 09	
7C	MTCE Spv 2 HVAC	\$97,094	\$104,520	80,038	104,520		FM 24	
	MTCE Spv 2 Elect	\$91,416	\$91,416	80,038	104,520		FM 24	
	Maintenance Supv 2 (Grounds)	\$89,564	\$89,564	73,050	95,534		TC 22	
	MTCE Spv 2 Car	\$73,050	\$73,050	73,050	95,534		FM 22	
	Lead Stationary Engineer	\$65,637	\$65,637	67,870	86,902		TC 20	
	Material Mngmnt Supervisor	\$85,779	\$101,254	80,558	103,834	UH 09		
	Animal Care Supervisor	\$81,471	\$81,471	67,870	86,902		TC 20	
	Spvr, Sterile Proc & Distr	\$80,891	\$80,891	75,962	98,030	UH 08		
	Lab Animal Tech Svcs Spec	\$84,198	\$84,198	66,498	86,382	UH 06		
	MTCE Spv 1 HVA	\$75,670	\$95,534	73,050	99,882		FM 22	
	LD Ctl St Sup Ad	\$72,862	\$72,862	56,118	72,862		FM 16	
	Lead Transport Aide (RC)	\$72,134	\$72,134	53,394	72,134		FK 15	
	Mat Stor Supv 2	\$63,570	\$71,039	61,693	79,560		TC 18	
	Material Storage Specialist	\$51,422	\$51,422	51,189	66,851		TC 14	
	Asst Supervisor of CSSS	\$66,830	\$73,216	64,667	86,195		FK 19	
	Stationary Engineer	\$55,127	\$55,127	58,802	76,128		TC 17	
	Environmntl Contrl Maintainer	\$59,197	\$69,784	53,560	69,784		FM 15	
	Landscape Technician	\$47,990	\$61,191	51,189	66,851		TC 14	
	General Trades Worker	\$57,252	\$65,423	53,560	69,784		TC 15	
	Animal Care Tech	\$45,903	\$60,080	48,963	64,085		TC 13	
	Lead Transport Aide	\$50,482	\$66,144	48,693	66,144		FK 13	
	Storekeeper	\$43,583	\$55,458	46,488	59,155		TC 12	
	Animal Care Washroom Tech	\$43,950	\$55,328	43,950	55,328		FM 10	
7C	Lab Aide	\$44,616	\$56,950	43,326	56,950		FK 10	
	Cent Sterile Proc & Dist Aide	\$44,226	\$50,057	42,723	53,394		TC 09	
	Maintainer	\$40,053	\$50,057	42,723	53,394		TC 09	
	Transport Aide	\$41,995	\$50,794	41,995	54,974		Fk 09	
7C	Storekeeper Assistant	\$39,078	\$50,057	41,683	53,394		TC 09	
	MTCE Spv 2 Plum	\$82,888	\$82,888	80,038	104,520		TC 24	