



HAVENS
GROUP



Job Title	Pay Market	Job Code	Base			TCC		
			25th	50th	75th	25th	50th	75th
Communications Assistant I	Kansas City All	10738	42.7	48.6	55.6	43	49.5	57.2
Communications Assistant II	Kansas City All	10739	46.7	52.9	60	46.9	53.7	61.1
Communications Assistant III	Kansas City All	10740	52.3	60.9	73.5	52.4	61.4	76.1
Communications Director	Kansas City All	2102	150.2	172.4	200.2	173.2	199.9	247.5
Communications Executive	Kansas City All	6010	196.1	242.5	305.8	244	324.3	406.2
Communications Executive (Division)	Kansas City All	9670	126.7	231.5	265.5	142.6	261.3	348
Communications Executive (Group)	Kansas City All	9671	179.7	217.7	261.6	235.6	288.9	355.8
Communications Executive--Health System	Kansas City All	1888	158.6	209.1	254.9	168.1	225.3	289.8
Communications Manager	Kansas City All	1048	95	110.4	127.8	101.9	120.8	142
Communications Representative I	Kansas City All	19	51.8	59.5	68.6	52.5	60.7	70.6
Communications Representative II	Kansas City All	20	63.9	72.4	82.1	65.8	75.2	86.3
Communications Representative III	Kansas City All	21	82.6	93.2	105.9	84.9	96.8	112.8
Communications Specialist	Kansas City All	6008	68.9	80	92.4	72.1	84.6	98.7
Communications Supervisor	Kansas City All	10531	87.7	98.6	114.9	91.7	103.9	128.1
Community Reinvestment Executive	Kansas City All	8197	182.5	204.3	240.5	192.4	218	267
Community Relations Executive	Kansas City All	1088	187.2	227.5	272.6	221.2	282.2	372.7
Community Relations Manager	Kansas City All	1049	89.4	104.5	119.9	92.9	109.9	128
Constituency Relations Executive	Kansas City All	6011	92.2	126	185.9	93.1	127.3	187.8
Copywriter I	Kansas City All	10011	50.3	56	62.3	50.8	56.3	64
Copywriter II	Kansas City All	10012	56.2	63.4	71.3	56.9	64.3	73.1
Copywriter III	Kansas City All	10013	72.7	82	91.1	74.5	84.2	94.8
Dairy Clerk	Kansas City All	11443	23.8	26.6	32	24.9	28.4	32.7
Deli Clerk	Kansas City All	11447	27.7	31.7	34.1	27.7	31.7	34.1
Editorial Director	Kansas City All	10975	141.3	164.6	187.3	149.7	175.5	194.4
Executive Producer	Kansas City All	10469	87.3	105.4	115.5	91.3	126.5	144.4

Federal Relations Director	Kansas City All	6027	118.8	140.6	183.3	120	142	185.2
Floral Designer	Kansas City All	11393	36.6	36.8	37.6	36.6	36.8	37.6
Franchise Administrator	Kansas City All	11218	55.8	65.5	69.8	57.1	68.1	75.3
Franchise Coordinator	Kansas City All	10818	96.6	99.5	124.6	106.5	112.2	142.2
Franchising Director	Kansas City All	453	144.3	170.9	193.6	181.8	194.6	224.8
Franchising Manager	Kansas City All	6007	118.4	130.4	165.6	130.9	153.1	185.9
General Merchandise Clerk	Kansas City All	11446	29	32.3	36.2	29	32.7	37.3
General Merchandise Manager	Kansas City All	6110	368.7	493.2	649.6	456.4	705.3	1156.3
Government Affairs Assistant	Kansas City All	2122	64.7	75.7	88.5	68.5	80	94.2
Government Affairs Director	Kansas City All	11171	155.9	189.7	216.1	175.2	215.3	256.2
Government Affairs Executive	Kansas City All	8986	196.1	243.6	301.3	218.2	289.9	401.5
Government Affairs Executive--Federal (Group)	Kansas City All	5062	266.5	306.3	348.1	367.8	425.6	525.3
Government Affairs Executive--Health System	Kansas City All	8987	207.7	253	298.9	231.8	273.4	330.3
Government Affairs Executive--State	Kansas City All	9953	205.8	237.6	284.2	241.4	314.8	401.3
Government Affairs Manager	Kansas City All	11172	106.2	125.5	141.3	114.1	136.2	157.4
Government Affairs Specialist	Kansas City All	1212	106.2	121.3	138.6	117.1	134.4	160
International Relations Executive	Kansas City All	8185	144.2	185.3	202.7	145.7	187.2	204.8
Legislative Network Director	Kansas City All	6045	80.7	102.1	113.4	81.5	103.1	114.5
Major Gifts Director	Kansas City All	6139	123.5	143	183.1	132.3	161.4	209
Major Gifts Director--Health System	Kansas City All	6138	117.4	141.2	193.4	120.6	153	206.1
Major Gifts Manager	Kansas City All	11199	119.4	142.2	193.2	120.1	150.8	200.6
Major Gifts Officer I	Kansas City All	10506	56.6	68.1	78.3	56.6	69.5	78.9
Major Gifts Officer II	Kansas City All	10507	69.5	81	92.6	69.6	81.5	92.7
Major Gifts Officer III	Kansas City All	13296	91.9	102.6	114.4	97.8	106.6	118.7
Media Director	Kansas City All	10848	136.4	158.4	177.4	142.1	167.9	194.4
Media Executive	Kansas City All	4080	173.1	243.8	254.2	199.5	258.1	363
Media Production Manager	Kansas City All	10720	78.8	89.5	104.9	84.1	95.8	110
Media Relations Representative	Kansas City All	10735	50.9	55	67.2	51	56	67.3
Media Relations Representative, Sr.	Kansas City All	10736	62.5	68.1	71.9	63.3	69	72.4
Medical Science Liaison I	Kansas City All	10863	189.7	206.8	222.7	199.6	227.3	253.1
Medical Science Liaison II	Kansas City All	10864	230.4	249.4	265.7	259.8	292.4	320.5
Medical Science Liaison III	Kansas City All	10865	253.5	272.4	298.5	290.8	330.2	371.5

News Reporter I	Kansas City All	10472	31.8	37	39.1	32	37	39.4
News Reporter II	Kansas City All	10473	40	46.3	52.2	41.5	47.8	55.8
News Reporter III	Kansas City All	10474	51.9	56.2	78	53.6	57.6	82.3
Philanthropy Director	Kansas City All	9328	130.7	161.2	197.9	142.9	189.3	236.5
Philanthropy Executive	Kansas City All	9326	183.7	266.5	423.2	244.1	303.3	597.7
Political Action Committee Head	Kansas City All	6064	86.4	109.3	113.4	87.3	110.4	114.5
Producer I	Kansas City All	10475	36	39.2	43.3	36.8	39.8	44.5
Producer II	Kansas City All	10476	46.8	48	52	49	49	52.9
Producer III	Kansas City All	10477	64.9	69	79.2	70	70.8	79.2
Public Affairs Executive	Kansas City All	7271	164.6	199.4	259.7	169.9	216.2	275.9
Public Affairs Executive--Health System	Kansas City All	7272	181.7	230	283.5	188.5	243.2	317.1
Public and Government Relations Executive	Kansas City All	1217	347.2	407.9	470	488.9	623.3	788.8
Public and Government Relations Executive (Group)	Kansas City All	1467	304.6	388.8	433.2	307.7	543.2	564.9
Public Policy Development Executive	Kansas City All	6080	175	208.4	294.1	352.3	387.5	412.9
Public Policy Director	Kansas City All	11247	115.6	165.3	227.6	116.7	167	229.9
Public Relations Director	Kansas City All	2177	155	173.8	200.4	167.7	194.5	233.2
Public Relations Director (Group)	Kansas City All	5061	151.1	153.7	174.1	196	207.5	234.7
Public Relations Director Senior	Kansas City All	11806	180.3	209.2	233.5	194.1	226.1	261.6
Public Relations Executive	Kansas City All	1205	170.5	213.6	261.2	194.4	251.5	324.4
Public Relations Executive (Division)	Kansas City All	3372	153.4	198.2	263.9	172.5	234.4	336.4
Public Relations Executive (Group)	Kansas City All	3376	156.9	202.9	270	176.5	240	345
Public Relations Executive--Health System	Kansas City All	7273	195.6	235	281.5	201.3	249.9	302.8
Public Relations Manager	Kansas City All	1210	95.1	110.8	129.2	101.2	119.9	142
Public Relations Manager Senior	Kansas City All	11807	133.9	149.8	166.2	141.6	163.6	189.9
Public Relations Representative I	Kansas City All	1213	49.5	56.5	64.6	49.9	57.2	66
Public Relations Representative II	Kansas City All	1215	61.6	69.7	80.1	62.9	71.5	83
Public Relations Representative III	Kansas City All	1214	69.1	79.1	91.9	70.6	81.1	95.4
Public Relations Representative IV	Kansas City All	1216	102.8	117.5	132.7	106.7	123.2	141.5
Publications Coordinator	Kansas City All	6018	66.3	79.1	91.3	73.4	88.1	99.6
Publications Director	Kansas City All	6017	105.6	132.7	165.1	130.4	172.9	209.9
Regulatory Affairs Analyst	Kansas City All	1243	69.4	78.9	90.1	71.3	81.6	94.3
Regulatory Affairs Executive	Kansas City All	5523	272.5	318.8	375.6	337.9	432.7	538.5
Regulatory Affairs Executive (Group)	Kansas City All	4251	203.4	232.1	257	279.7	342.6	441.2

Regulatory Affairs Manager	Kansas City All	1240	116.2	134.1	158	125.4	145.7	175.3
Regulatory Affairs Supervisor	Kansas City All	10586	83.4	106.5	128.6	92.4	110.8	140.8
Senior Development Specialist	Kansas City All	1667	74.1	88.6	105.9	74.4	88.6	105.9
Shareholder Relations Director	Kansas City All	2210	145.5	168.4	192.7	167.8	206	245.1
Shareholder Relations Executive	Kansas City All	2632	256.3	293.9	342.8	332.5	409.7	514.9
Speech Writer	Kansas City All	1194	105.6	139.5	172.1	108.3	157.8	193.2
State Relations Director	Kansas City All	6087	114.6	131.1	185	193.3	203.1	224
Video Editor	Kansas City All	10719	60.5	68.9	75.9	61.2	69.5	77.4
Videographer	Kansas City All	11234	56.1	62.3	69.7	56.2	62.9	70.8
Washington Office Director	Kansas City All	9028	154	192.9	244.9	155.5	195.8	284.3