



**HAVENS**  
GROUP



Job Title	Pay Market	Job Code	Base			TCC		
			25th	50th	75th	25th	50th	75th
Activity Aide	Kansas City All	11344	30.3	34.1	37.6	30.3	34.2	37.6
Behavioral Therapist	Kansas City All	10916	43.5	46.6	50.5	43.5	46.6	50.5
Buildings Director	Kansas City All	11498	66.8	82.8	100.3	66.8	82.8	100.3
Case Worker	Kansas City All	10918	37.5	44.9	48.9	37.9	45.4	49
Case Worker, Sr.	Kansas City All	10919	48.2	55.1	60.3	48.8	55.7	60.9
Chapter Relations Director	Kansas City All	11244	117.5	163	231.2	117.5	163	231.2
Chief Executive Officer--Executive Director	Kansas City All	5691	192.6	261.7	373.6	199	270.9	392.9
City Manager	Kansas City All	11492	156.8	174	216.1	156.8	174	216.1
City Manager--Assistant	Kansas City All	11493	105.6	124.3	148	105.6	124.3	148
Community Outreach Specialist	Kansas City All	10915	48.5	55	61.9	48.5	55.4	62.5
Contracts and Grants Management Director	Kansas City All	1671	107.8	127.3	156.4	108.9	129.5	161.2
Crime Scene Technician	Kansas City All	11503	44.1	48.6	50.8	44.2	48.7	50.8
Curator I	Kansas City All	10703	68	86.7	112.2	68	86.7	112.2
Curator II	Kansas City All	10726	95.9	126.5	164.4	95.9	126.5	164.4
Curator III	Kansas City All	1584	101.8	148.4	216.5	101.8	148.4	216.5
Deputy Executive Director	Kansas City All	10346	143.6	180.5	230.7	145	182.3	233
Development / Fundraising Manager	Kansas City All	6106	86.9	102.4	118.3	88	103.3	121.2
Development / Fundraising Manager--Health System	Kansas City All	6105	110.9	133.6	182	113.3	133.6	185.4
Development / Fundraising Specialist	Kansas City All	6107	54.4	64.3	74.7	54.9	64.9	75.5
Development Assistant	Kansas City All	2128	50.4	60.2	71.4	51.6	61.1	72.1
Development Executive	Kansas City All	7048	128.7	167.8	225.3	131.5	175.6	237.6
Development Executive--Health System	Kansas City All	7049	207	251.5	306.7	226.5	280.4	355
Development Executive--International	Kansas City All	8184	166.4	192.5	208.1	168.1	194.4	210.1
Development Specialist	Kansas City All	1666	62.8	72.8	82.5	62.9	73.2	82.5

Digital Archivist	Kansas City All	10698	55.9	63.2	67	56.1	63.3	67.5
Digital Collections Librarian	Kansas City All	10697	61.1	67.5	76.9	62.7	67.5	80.2
Donor Relations Specialist	Kansas City All	11266	53.9	62.4	69.2	54.3	63.1	70.2
Education Director	Kansas City All	6019	99.9	113.5	129.9	108.1	122	133.6
Education Executive	Kansas City All	11342	152.5	171.1	198.9	160.3	179.8	204.1
Education Manager	Kansas City All	6217	68.8	78.6	90.7	76.4	86.6	97.4
Education Supervisor	Kansas City All	10861	54.3	63.4	71.4	59.6	70.2	77.8
Eligibility Coordinator	Kansas City All	11069	42.2	46.2	48.2	42.8	46.5	50.4
Family Teacher--Assistant	Kansas City All	10349	23.5	28.6	31.2	23.5	28.6	31.2
Fire Captain	Kansas City All	11496	64.2	84.6	94.3	64.2	84.6	94.3
Fire Chief	Kansas City All	10949	101.9	117.5	159.6	101.9	117.5	159.6
Fire Chief--Assistant	Kansas City All	11495	91.6	105.3	128.5	91.6	105.3	128.5
Fire Fighter	Kansas City All	10950	55	62.7	75.3	55	63.3	76.3
Foundation Executive	Kansas City All	8183	141.2	172.4	211.6	163.4	211.4	265
Golf Director	Kansas City All	11502	89.7	99	120.3	89.7	99	120.3
Grant Manager	Kansas City All	8227	80.2	94.6	116.7	90.2	113.9	135.5
Grant Proposal Writer	Kansas City All	8228	58.7	67.1	74.4	58.8	67.7	75.1
Grant Proposal Writing Manager	Kansas City All	8178	94.4	108.5	139.8	98.5	115.7	151.4
Grants Administrator	Kansas City All	10173	70.7	80.5	90.7	72.5	81.4	91.6
Grants Management Assistant	Kansas City All	9327	51.4	56.8	63.6	52	57.4	64.2
Head of Psychological Services	Kansas City All	10837	151.2	176.5	200.5	156.4	179.6	204.9
Houseparents (Couple)	Kansas City All	10353	47.9	56.6	65.1	47.9	56.6	65.1
Job Developer	Kansas City All	10782	38.9	42.4	43.6	38.9	42.4	43.6
Librarian I	Kansas City All	1131	49.2	56	63.4	49.2	57	64.2
Librarian II	Kansas City All	1132	62.2	71.8	83.8	62.3	72.5	84.2
Librarian III	Kansas City All	1133	70.1	81.1	95.4	72.3	84.3	98.8
Librarian IV	Kansas City All	1134	70.8	90.3	102.4	71.6	90.8	104.7
Marriage and Family Therapist	Kansas City All	11343	55.5	60.1	62.7	55.5	60.1	62.7
Medical Librarian (MLS)	Kansas City All	429	56.6	63	71.6	56.6	63.1	71.7
Member Services Coordinator	Kansas City All	11075	49.7	57.5	66.7	51.5	61.9	76.9
Member Services Director	Kansas City All	11076	109.8	118.3	130.4	114.6	129.3	144.2
Member Services Executive	Kansas City All	8898	214.6	246.1	288.5	255.7	287.1	354.8
Member Services Manager	Kansas City All	6057	76	87.4	99.5	86.8	98.6	113.8
Member Services Representative I	Kansas City All	1703	34.5	37.1	39.7	35.1	37.7	40.7

Member Services Representative II	Kansas City All	1702	34.2	39.4	47.1	34.4	39.9	47.7
Member Services Representative III	Kansas City All	1073	41.8	45.1	50	42.9	47	52.2
Member Services Supervisor	Kansas City All	1072	57	62.2	67.9	58.6	63.9	71.3
Mission Services Executive	Kansas City All	8202	137	161.5	198.1	149.5	177.4	233.3
Mission Services Executive--Health System	Kansas City All	8206	167.1	191.6	246	178	217	282.7
Municipal Court Clerk	Kansas City All	11499	39.8	53.9	63.1	39.8	53.9	63.1
Municipal Court Judge	Kansas City All	11501	96.6	107.9	117.4	96.6	107.9	117.4
Museum Archivist	Kansas City All	10700	49.6	61.8	76.4	49.8	63.7	78.6
Museum Director	Kansas City All	10725	128.3	135.8	154.9	128.3	137.5	155.8
Museum Exhibits Manager	Kansas City All	10699	56.9	63.8	71.6	57.6	63.8	71.6
Museum Operations Manager	Kansas City All	10701	65.9	70.5	79.5	68	73	81.3
Museum Registrar	Kansas City All	10704	52.3	59.9	69.8	53.2	60.4	72.2
Parks and Recreation Director	Kansas City All	11497	90.4	107.4	123.1	91.3	108.5	123.9
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
Planned Giving Manager	Kansas City All	11087	76.2	85	111	76.7	86	113.2
Police Captain	Kansas City All	11372	106.5	125.3	135.3	107.6	125.3	136.6
Police Chief	Kansas City All	11373	127.5	159.7	192.3	138.2	160.7	194.3
Police Chief--Assistant	Kansas City All	11494	103.3	119.8	135.4	105.2	120.9	135.4
Police Lieutenant	Kansas City All	11371	88	108.3	115.9	88	108.4	115.9
Police Officer	Kansas City All	10603	53.9	64.6	76.3	54.4	64.8	76.9
Police Sergeant	Kansas City All	11370	70.7	85.2	101.1	74.3	86.1	102.1
Program Director--Association/Non-profit	Kansas City All	6073	97.1	126.8	165.3	98	128	167
Program Manager--Association/Non-profit	Kansas City All	6074	83.4	97	114.8	84.6	99.3	117
Program Specialist--Association/Non-profit	Kansas City All	11242	52.6	60.3	76.9	52.6	61.5	78.2
Program Supervisor--Association/Non-profit	Kansas City All	10913	74.1	85.2	101.3	74.8	90.6	108.6
Recovery Coach	Kansas City All	11188	32	35.5	36.9	32	35.5	36.9
Recreation Specialist	Kansas City All	11500	44.9	53.7	66.2	44.9	53.7	66.2
Research Fellow	Kansas City All	10724	51.9	59	67.6	52.4	59.6	68.3
Residential Care Assistant	Kansas City All	10695	26.7	28.9	30.7	26.7	29	30.9
Social Services Assistant	Kansas City All	10783	36	38.9	40.2	36	38.9	40.2
Social Work Manager	Kansas City All	10788	83.8	96.8	102.2	84.4	97.6	103.9
Tour Guide	Kansas City All	10347	23.1	25.4	29.6	23.1	25.4	29.6

Tournament Director	Kansas City All	10478	156.4	176.4	265.6	158.5	177.3	271.5
Victim Services Coordinator	Kansas City All	10568	38.2	43.9	49.8	38.2	43.9	49.8
Youth Care Worker	Kansas City All	10348	27.4	29.9	34.6	27.4	29.9	34.6