



HAVENS
GROUP



Job Title	Pay Market	Job Code	Base			TCC		
			25th	50th	75th	25th	50th	75th
Attorney (Employment Law) I	Kansas City All	155	79.1	94.8	114.2	81	97.9	120.7
Attorney (Employment Law) II	Kansas City All	3471	123.3	139.2	172.1	123.3	148.4	199.9
Attorney (Employment Law) III	Kansas City All	3472	141.4	173.7	203	151.2	184.9	218.7
Attorney (Employment Law) IV	Kansas City All	3473	169.3	209.8	241.6	185.5	232.1	270.3
Attorney (Litigation) I	Kansas City All	2	76.9	99.9	126.5	77.8	108.2	143.1
Attorney (Litigation) II	Kansas City All	3564	111.6	125.2	141	114.1	130.8	149.5
Attorney (Litigation) III	Kansas City All	3563	104.3	127.5	152.9	108.6	135.8	173.5
Attorney (Litigation) IV	Kansas City All	225	145.2	170.3	198.2	156	185.3	225.3
Attorney (Patent/Intellectual Property) I	Kansas City All	3502	136.3	149.6	155.4	140.1	172.2	177.8
Attorney (Patent/Intellectual Property) II	Kansas City All	3504	151.6	165.5	199.4	174.9	196.8	227.7
Attorney (Patent/Intellectual Property) III	Kansas City All	3506	180.2	197.8	215.1	221.9	250.2	272.5
Attorney (Patent/Intellectual Property) IV	Kansas City All	3508	193	210.8	237.7	211	249	296.7
Attorney (Real Estate) I	Kansas City All	10163	87.1	102.2	117.2	95	105	120.5
Attorney (Real Estate) II	Kansas City All	10164	126	152.3	167.2	134.5	159	177.8
Attorney (Real Estate) III	Kansas City All	10165	150.2	169.9	185.1	158.1	180.9	202.6
Attorney (Tax) I	Kansas City All	332	100.9	116.7	131.6	104	119.6	137.3
Attorney (Tax) II	Kansas City All	333	125.6	151.2	166.7	133.8	158.3	177.7
Attorney (Tax) III	Kansas City All	3519	113	128.2	139.5	118.7	136.8	153.1
Attorney (Tax) IV	Kansas City All	3521	172.9	199.1	216.4	182.1	213.3	241.7
Attorney I	Kansas City All	3450	91	106.4	124.3	94.8	113.1	134.9
Attorney II	Kansas City All	3457	118.8	139.2	162.2	126.7	150.9	180.7
Attorney III	Kansas City All	3463	138.9	158.8	179.8	150.5	177.2	207.5
Attorney IV	Kansas City All	3469	167	191	212.9	186.3	222.3	258.3
Attorney V	Kansas City All	3462	189.9	212.9	232.3	215.9	253.4	286.6
Attorney--Managing	Kansas City All	3498	210.2	239.9	264.3	252.8	305.1	355.4

Attorney--Managing (Group)	Kansas City All	3492	220.1	236.2	252.3	296	338.1	378.8
Case Management System Administrator	Kansas City All	11210	83.9	99.8	121.9	85.6	101.6	127
Compliance Analyst	Kansas City All	11064	56.7	64.3	72.6	58.2	66.3	74.7
Corporate Secretary	Kansas City All	3513	245.2	294.4	349.4	319.9	395.2	517.6
Corporate Secretary (Non-Legal)	Kansas City All	2670	120.3	142	185.4	135.6	162.4	233.5
Environmental Compliance Director	Kansas City All	10797	121.8	147.2	166.8	136.1	165.2	208.7
Environmental Compliance Executive	Kansas City All	10798	225.1	265.6	314.4	284.6	344.9	431
Environmental Compliance Manager	Kansas City All	10796	106	119.6	136.6	109	128.7	146.9
Environmental Compliance Specialist I	Kansas City All	10792	49	67	86	49	68.2	86.9
Environmental Compliance Specialist II	Kansas City All	10793	66.5	76.4	84.1	67.1	77.8	87.2
Environmental Compliance Specialist III	Kansas City All	10794	82.9	92.4	98.2	83.5	93.9	101.4
Environmental Compliance Specialist IV	Kansas City All	10795	112	127.1	140.6	113.2	130.9	149.8
Federal Regulatory Counsel Executive	Kansas City All	5047	224.1	265.3	303.3	269.4	321.3	411.4
Global Compliance Director	Kansas City All	10708	169	180.1	210.3	189.6	220.4	305.6
Global Compliance Manager	Kansas City All	10559	130.6	147.5	163.3	134.2	154.3	168.9
Global Compliance Specialist	Kansas City All	10774	69.5	75.1	79.5	70.3	75.4	80
Global Compliance Specialist, Sr.	Kansas City All	10775	81.4	94.5	99	82.7	95.5	107.4
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 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
Legal Administrator	Kansas City All	3482	107.3	119.1	138.2	122.3	134	161
Legal Case Clerk	Kansas City All	3465	40.2	45.6	53	40.8	46.1	53.6
Legal Conflicts Coordinator I	Kansas City All	6546	48.5	52.3	68.9	49.9	54.3	70.6
Legal Conflicts Coordinator II	Kansas City All	3464	58.4	62.8	82.8	60	65.1	84.9
Legal Conflicts Coordinator III	Kansas City All	6547	84.1	90.6	119.4	86.5	94	122.3
Legal Contract Professional Manager	Kansas City All	3488	98.5	122.4	129.7	107.6	136.3	144.4
Legal Executive--Deputy General Counsel	Kansas City All	3477	263.9	304.4	352.5	329.3	405.4	504.3
Legal Executive--Deputy General Counsel (Division)	Kansas City All	2404	237.3	271.4	319.2	303.8	369.6	454.8
Legal Executive--Deputy General Counsel (Group)	Kansas City All	2405	240.7	267.7	305	325	382	444.2
Legal Executive--General Counsel	Kansas City All	3487	314.3	384.6	466.2	411	549.5	718.4
Legal Executive--General Counsel (Division)	Kansas City All	3470	289.4	362.1	470	356.5	496.2	754.8

Legal Executive--General Counsel (Group)	Kansas City All	3478	296.1	368.8	477	366.7	505.9	765.2
Legal Executive--Health System	Kansas City All	7117	329.4	391	452.1	367.1	460.7	555.6
Legal Executive--Intellectual Property	Kansas City All	9043	267.6	305.6	353.5	332	408.4	493.2
Legal Executive--Intellectual Property (Group)	Kansas City All	9044	256.3	279.3	334.8	330.7	370.4	472.3
Legal Executive--Litigation	Kansas City All	9246	288.7	331.3	384.1	385.4	473	603.6
Legal Executive--Major Specialization	Kansas City All	9036	213.9	243.8	274.7	254.5	307.7	370
Legal Executive--Major Specialization (Division)	Kansas City All	2406	208.1	234.7	281.6	260.2	310.3	396.4
Legal Executive--Major Specialization--Health System	Kansas City All	9031	198.5	227.2	256.3	217	260.7	308.9
Legal Executive--Patent	Kansas City All	1031	237	275.9	314.6	313.6	358.7	420.6
Legal Management and Operations Manager	Kansas City All	3486	155.7	184.8	205.6	182.9	216.3	252.4
Legal Manager--External Affairs	Kansas City All	3474	128.6	163.8	202.1	136.4	186.5	234
Legal Records Supervisor I	Kansas City All	213	58.7	65.7	76.7	59.1	66.1	82.1
Legal Records Supervisor II	Kansas City All	9817	63.8	72.4	86.4	63.8	75.8	92.1
Legal Secretary I	Kansas City All	9109	46.9	54.2	61.7	48	55.3	64.4
Legal Secretary II	Kansas City All	1276	55.9	62.4	70.5	57.6	64.3	72.3
Legal Secretary III	Kansas City All	9110	62.9	70.5	78.8	64.5	72.8	81.5
Legal Secretary IV	Kansas City All	11434	70.6	81	90.2	73.1	83.5	92.2
Legal Secretary Supervisor I	Kansas City All	215	50.7	60.7	75.4	51	62.5	75.5
Legal Secretary Supervisor II	Kansas City All	216	68.4	73.1	84.8	69.1	74.6	86.6
Legal Secretary V	Kansas City All	11435	78.9	86.4	96.4	80.1	89.8	102
Legal Service Director--Assistant General Counsel	Kansas City All	3489	170.5	201.1	232.8	183.4	225.2	275
Legal Services Manager	Kansas City All	11480	104.1	123.4	139.8	111	134.2	154.5
Licensing Specialist I	Kansas City All	11416	54.7	62.1	69.5	54.7	62.1	71.5
Licensing Specialist II	Kansas City All	11417	55.5	69.8	80.1	55.5	70.6	80.8
Licensing Specialist III	Kansas City All	11418	73.6	82.8	91.1	74.7	83.4	92
Licensing Specialist IV	Kansas City All	11419	96.5	108.6	127.3	98.1	110.1	134.7
Licensing Specialist V	Kansas City All	11420	99.1	122.8	156.2	101	132.3	173
Paralegal I	Kansas City All	3480	54.7	62.5	70.6	55.5	63.5	72.4
Paralegal II	Kansas City All	3481	64.1	71.9	80.8	65.5	73.9	83.7

Paralegal III	Kansas City All	3484	81.8	92.8	103.4	84.1	96.6	109.4
Paralegal IV	Kansas City All	3485	97	108.7	122.6	101.9	117.4	133.3
Paralegal Manager	Kansas City All	3475	100	114.4	133.2	106.1	124.5	152.5
Paralegal Supervisor	Kansas City All	1551	75.4	87.1	104.7	78.5	91.6	111.6
Patent Agent	Kansas City All	423	98.6	130.9	144.1	100.8	132.2	146
Public Policy Director	Kansas City All	11247	115.6	165.3	227.6	116.7	167	229.9
Regulatory Affairs Director Senior	Kansas City All	11817	215.7	272.1	278.9	225	282.3	294.3
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 Senior	Kansas City All	11818	148.6	165.6	178.5	157.5	180.2	206.2
Regulatory Affairs Supervisor	Kansas City All	10586	83.4	106.5	128.6	92.4	110.8	140.8
Right of Way Agent	Kansas City All	11189	77.5	83.8	93.8	79.8	91	101.2