



**HAVENS**  
GROUP



Job Title	Pay Market	Job Code	Base			TCC		
			25th	50th	75th	25th	50th	75th
Academic Advising Manager	Kansas City All	10331	58.1	62.9	68.4	58.1	62.9	68.8
Academic Counseling Manager	Kansas City All	10333	63.2	72.6	85.9	63.2	72.6	85.9
Account Management Manager	Kansas City All	8805	131.6	151.8	172.1	154.5	187.5	229.1
Accounting Manager	Kansas City All	2464	98.2	111.4	125.7	103.9	119.4	138.2
Accounts Payable Manager	Kansas City All	2471	83.3	96.4	110.6	87.2	102.4	119.9
Accounts Payable/Receivable Manager	Kansas City All	2477	86	98.6	113.1	90.4	105.3	122.6
Accounts Receivable Manager	Kansas City All	2479	82.1	95	111.6	86.3	101.7	121.5
Activities Manager	Kansas City All	11129	53.9	62	71.9	53.9	62	71.9
Actuarial Manager	Kansas City All	1239	143.8	162.1	181.8	154.4	174.4	199.1
Administrative Engineering Manager	Kansas City All	1356	98.5	112.4	124.4	102.1	117.1	132
Administrative Services Manager	Kansas City All	1003	79	92.1	108.1	82.2	96.7	115.3
Admissions Manager--Healthcare	Kansas City All	11134	71.2	84.2	92.7	73.3	84.5	93.4
Advertising Manager	Kansas City All	3970	92.4	108.6	130.4	97.2	118.3	145.3
Advertising Sales Manager	Kansas City All	6001	64.2	83.1	103.9	116.1	147.3	164.7
Agricultural Manager	Kansas City All	10156	51.4	63.8	72	51.4	63.8	72
Aircraft Maintenance Manager	Kansas City All	5021	119.7	138.3	155	125.9	146.8	171.6
Aircraft Office Manager	Kansas City All	5042	63.5	77.8	90.1	64.9	79.9	92.9
Aircraft Operations Manager	Kansas City All	1201	188.4	213.5	246.7	216.7	255.5	308.3
Ambulatory/Out-Patient Clinic Manager	Kansas City All	8303	82	96.5	112.5	83.9	97.5	114.4
Anti-Money Laundering Manager	Kansas City All	10752	109.9	116.7	148.6	115.8	134.4	173.2
Appeals Manager	Kansas City All	5677	83.2	96.4	109.8	86.1	100.4	114.1
Application Engineer Manager	Kansas City All	9960	102.4	115.6	134.6	104.5	121.4	141.4
Architect Department Head	Kansas City All	1309	107.2	136.7	175.5	120.6	149.8	181.9
Architect Project Manager	Kansas City All	4430	107.7	136	152.6	112.2	137.4	154.6
Architect--Chief	Kansas City All	4375	119.2	141.7	199.5	121	148.4	224.4

Architect--Managing Partner/Principal	Kansas City All	4415	182.9	225.8	283.1	230.1	354.9	459.4
Architectural Manager I	Kansas City All	6418	84.8	131.7	153	84.8	141.7	167.8
Architectural Manager II	Kansas City All	5320	107.1	166.4	193.3	107.1	179.1	211.9
Assistant Branch Manager	Kansas City All	10432	39.2	43.5	47.7	42.6	49.7	55.1
Audit Manager	Kansas City All	2506	118.4	134.1	154.4	125.4	144.9	171.1
Audit Manager (Group) I	Kansas City All	52	70.8	86.6	102.7	72.4	86.6	108.6
Audit Manager (Group) II	Kansas City All	53	99.8	115.9	145.1	103.2	121.9	152.6
Bank Branch Manager I	Kansas City All	10493	53	62.5	71	54.6	64.1	75.7
Bank Branch Manager II	Kansas City All	10494	68.5	77.7	88	71.6	82.1	96.4
Bank Secrecy Act Compliance Manager	Kansas City All	5956	77	84.6	92.2	79.9	87	97.1
Bankruptcy Manager	Kansas City All	10979	64.2	67.5	76.6	70.1	74.5	86.7
Behavioral Health Manager	Kansas City All	5563	80.1	89.2	100.6	80.8	90.1	100.8
Benefit Plan Systems Manager	Kansas City All	2591	102.1	111.8	128.6	111.5	121.6	135.4
Benefits Communication Manager	Kansas City All	1117	107.4	119.7	132.9	120.2	136.3	159.4
Benefits Manager	Kansas City All	2716	102.8	118.4	134.9	108.4	127.1	148.7
Billing Systems Manager	Kansas City All	12100	120.2	126	141.8	126.6	134.2	151.3
Branch Administration Manager--Region I	Kansas City All	56	100.2	117.5	156.4	105.5	132.2	172.5
Branch Administration Manager--Region II	Kansas City All	57	114.5	132.6	159.8	118.8	136	178.1
Branch Manager	Kansas City All	2961	105.7	128.4	138.5	114.6	146.8	159.9
Branch Manager (Business Development) I	Kansas City All	58	56.1	60.7	64.6	59.3	63.5	69.8
Branch Manager (Business Development) II	Kansas City All	61	66.9	72.5	84.1	68.1	76.1	90.1
Brewing Manager	Kansas City All	10103	48.7	69.4	78.4	52.4	77	90.8
Budget Manager	Kansas City All	2528	109.5	124	139	115.7	132.6	150.7
Budget Manager--Health System	Kansas City All	2529	151.1	189	230.2	169.3	197.7	244.7
Business Banking Manager	Kansas City All	10856	102.8	131.5	156.9	111	142.7	179.2
Business Continuity Analyst Manager	Kansas City All	10465	133.4	151.5	170.5	145.9	164.4	194
Business Data Analysis Manager	Kansas City All	11137	118.6	139.7	147.8	128	147.5	162.7
Business Development (Marketing) Manager	Kansas City All	9551	136	158	186	153.1	179.2	219.7
Business Development (Planning) Manager	Kansas City All	4102	112.6	131.9	156.1	121.5	143.2	172.4
Business Intelligence Manager	Kansas City All	7514	124	138.8	150.3	130.8	147.4	162.6
Business Office Manager	Kansas City All	11131	81.7	99.5	125.4	83.7	103.7	132.2
Business Process Manager	Kansas City All	10060	106.3	122.2	138.6	113.8	135.2	157.3
CAD Manager	Kansas City All	5157	96.7	110.9	125.4	99.6	114.6	138.8

Cafe Manager	Kansas City All	10406	34.8	42.3	49.4	37.6	45.6	51
Cafeteria Manager	Kansas City All	1017	61.9	71.8	81.3	62.6	72.7	82.7
Call Center Administration Manager	Kansas City All	8849	73.9	91.3	112.3	78.3	95.9	122.9
Call Center Manager	Kansas City All	8838	77.7	90.8	107.4	81.3	97.1	117
Call Center Manager (Nursing)--Health System	Kansas City All	7094	105.7	117.7	132.8	109.2	126.7	140
Call Center Manager--Human Resources	Kansas City All	8834	101	116.8	129.2	106.2	126.3	139.8
Call Center Manager--Nursing	Kansas City All	1323	89.9	99.3	111.6	90.1	102.4	114.3
Call Center Manager--Outbound	Kansas City All	449	65.8	82.7	102.7	80.3	99.4	128.6
Call Center Outsourcing Manager	Kansas City All	3380	82.5	110.7	126.5	82.5	116.1	159.6
Call Center Quality Assurance Manager	Kansas City All	8860	69.3	81.5	99.3	71.6	85.1	102.5
Call Center Scheduling Manager	Kansas City All	8844	69.8	83.6	94.9	71	85.2	96.7
Call Center Traffic and Scheduling Manager	Kansas City All	9243	70.6	85.4	102.9	71.9	88.9	109.2
Call Center Traffic Manager	Kansas City All	8841	74.2	87.2	104.4	78.1	95.4	112.6
Call Center Training and Quality Assurance Manager	Kansas City All	8831	70.2	82.7	96.9	72	85.5	103.2
Call Center Training Manager	Kansas City All	8832	72.4	83.8	102	73.7	86.2	110.3
Cardiac Catheterization Laboratory Manager	Kansas City All	8857	104.3	117.4	130.5	104.3	118.5	134.1
Case Management Manager	Kansas City All	10881	94.6	105	115.5	97.3	108.5	118.8
Cash Management Manager	Kansas City All	2537	93.1	109.1	126.9	97.5	117.1	144.3
Category Manager	Kansas City All	8807	114.5	124.6	136	133.5	146.5	160.8
Catering Manager	Kansas City All	11140	57.6	62.6	67.8	57.7	62.8	68.1
Central Supply Manager	Kansas City All	7028	74.2	89.8	100.2	78.7	90.6	101.5
Chapter Relations Manager	Kansas City All	6003	89.7	132.2	134.2	99.1	156.4	178.8
Chargemaster Manager	Kansas City All	10946	85.1	96.3	109.4	86	97.2	109.5
City Manager--Assistant	Kansas City All	11493	105.6	124.3	148	105.6	124.3	148
Claims Manager (Life/Health)	Kansas City All	6136	106.5	130	152	115.4	144.2	179.5
Claims Manager (Property/Casualty)	Kansas City All	8891	110.3	132.5	151.3	116.4	146.1	177.8
Claims Manager--Regional	Kansas City All	288	120.3	129	144.7	132.9	139.9	158.7
Claims Processing Manager	Kansas City All	2969	93.8	106.6	124.8	100.2	115.1	138.4
Claims Quality Audit Manager	Kansas City All	1086	97.8	112.2	129.7	104.6	122.8	147.8
Clinical Data Manager	Kansas City All	10091	94.3	111.9	126.1	95.8	114.7	131
Clinical Data Systems Manager	Kansas City All	10370	123.6	134.4	156.1	132	152.7	169

Clinical Programs Manager	Kansas City All	10859	102.7	116	130.6	111.4	126.3	146.2
Clinical Research Affairs Manager	Kansas City All	5979	103.8	120.2	140.4	110.3	130.2	155
Clinical Research Financial Manager	Kansas City All	8608	122.2	131	152.8	127.1	140.1	152.8
Clinical Research Manager	Kansas City All	9564	92.7	108.8	131.3	95.3	112.4	137.4
Clinical Research Manager--Health System	Kansas City All	7096	85.7	108.7	121.7	89.3	108.7	123.7
Collections Manager	Kansas City All	8751	83.3	95	109.8	87.3	100.8	121.9
Collections Quality Assurance Manager	Kansas City All	10984	79.6	87.2	89.8	83.4	93	94.4
Commercial Credit Manager	Kansas City All	11045	78.9	102.6	124	83.7	107.1	132
Commercial Loan Manager (Division)	Kansas City All	110	187	219.5	248.5	199.2	255	292.9
Commercialization Manager	Kansas City All	10943	147.5	173.2	181	165.3	200.9	220.8
Communications Manager	Kansas City All	1048	95	110.4	127.8	101.9	120.8	142
Community Manager	Kansas City All	10372	62.6	76.3	85.7	63.9	78.8	91.2
Community Manager--Assistant	Kansas City All	10373	46.5	50.7	58.5	47.3	52	61.5
Community Outreach Manager	Kansas City All	10086	73.4	83.5	96	75.9	86.7	99.5
Community Relations Manager	Kansas City All	1049	89.4	104.5	119.9	92.9	109.9	128
Compensation and Benefits Manager	Kansas City All	2742	108.2	124.3	146.1	113.4	131.7	158.8
Compensation Manager	Kansas City All	2748	111.9	126.1	142	117.7	134.5	156
Compliance Manager	Kansas City All	4285	106.6	120.5	135.3	114.3	131.2	149.6
Configuration Management Manager	Kansas City All	10811	125.8	136.5	144.4	128.1	145	155.7
Construction Coordination Manager	Kansas City All	5328	100.7	120	141.5	101.8	120.2	143
Construction Engineering Manager	Kansas City All	1347	113.5	127.6	142.5	119.7	136.9	156.3
Construction Management Manager	Kansas City All	11149	103.7	120.2	137.7	109.8	128	149.6
Construction Manager (On-site)	Kansas City All	9182	113.3	132	147.3	134.9	150.7	184.6
Construction Manager I	Kansas City All	6437	87.2	99.7	122.1	88.8	103.8	125.8
Construction Manager II	Kansas City All	1557	98.8	113.1	127.9	106.4	123.3	142.5
Construction Planner/Scheduler Manager	Kansas City All	1567	111.5	128	149.1	132.7	135.5	169.5
Construction Project Manager I	Kansas City All	10790	84.4	97.6	113.5	87	102.4	122.2
Construction Project Manager II	Kansas City All	4943	106.2	119.2	131.2	115.5	129.8	142.6
Consumer Affairs Manager	Kansas City All	6040	92.5	99.1	116.9	99.8	109.9	129.6
Consumer Loan Operations Manager I	Kansas City All	111	65.2	72.5	83.2	68	76.1	87.5
Consumer Loan Operations Manager II	Kansas City All	112	76.6	86.7	104.9	79.1	89.7	107.6
Contract Administration Manager	Kansas City All	1050	105.6	122.9	139.8	111.9	131.3	149.9
Contribution Manager	Kansas City All	8177	89	109.7	127.8	100	120.6	145.6
Cost Accounting Manager	Kansas City All	2567	100.4	113.5	127.8	105.8	121.6	138.9

Cost Engineering Manager	Kansas City All	1565	112.1	134.6	148.6	133.8	147.2	168.2
Cost Estimating Manager	Kansas City All	1556	85.3	103.2	123.7	102.3	114.5	149.5
Creative Manager	Kansas City All	9299	100.7	119	144.3	105	131	163
Creative Traffic Manager	Kansas City All	9295	96.8	112	115.8	111.4	126.2	138.7
Credit Administration Manager	Kansas City All	119	127	151.3	181.4	134.1	164.7	200
Credit Analysis Manager	Kansas City All	1498	99.8	111.7	126.9	107.3	125	147
Credit and Collections Manager	Kansas City All	2578	83.1	97	113.1	86.6	102.4	122.8
Credit Risk Manager	Kansas City All	126	107.9	124.9	144.5	117.1	139.4	166.4
Crew Scheduling Manager	Kansas City All	10867	84.7	91.9	98.2	85.9	95.3	104.6
Customer Insights Manager	Kansas City All	3903	131.3	144.5	159.5	150.4	171.5	191.3
Customer Order Manager--Entry and Processing	Kansas City All	3793	59.9	76.6	94.3	62.9	81.7	100.5
Customer Response Manager	Kansas City All	11014	66	73.2	79	70.5	76.1	82.2
Customer Retention Manager	Kansas City All	128	81.6	101.6	121.8	89.5	102.7	126.9
Customer Segment Manager	Kansas City All	23	103.7	121.8	141.3	116.9	135.4	158.2
Customer Service Escalation Manager	Kansas City All	2992	80.1	107.3	134.7	81.6	113.6	149.2
Customer Service Manager	Kansas City All	3993	80.5	91.5	105.1	83.6	96.1	112.8
Cyber Security Manager	Kansas City All	11916	124.4	137.5	152.5	131.3	148.7	169.7
Data Manager	Kansas City All	10110	103.5	120.5	143.4	107.9	127	152.3
Data Science Manager	Kansas City All	10076	187	212.4	242.8	201.1	236.6	281.5
Database Marketing Manager	Kansas City All	4820	97.8	114.5	137	103.5	124.1	146.6
Demand Planning Manager	Kansas City All	2109	101.9	114.8	128.6	109.2	125.7	143.7
Design Engineering Manager	Kansas City All	1587	122.8	138	153	129.7	149.8	170.8
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
Diagnostic Imaging Operations Technologist/Manager	Kansas City All	7636	99.3	108.7	122.3	99.9	109.7	123.1
Dialysis Manager	Kansas City All	9283	116.9	127.4	150.9	117.4	129.9	154
Dietitian Manager	Kansas City All	7040	88.3	100.5	117.5	88.8	101.7	118.9
Digital Marketing Manager	Kansas City All	10972	112.9	135.2	146	120.8	145	162.1
Dining Room Manager	Kansas City All	11158	43.3	51.8	63.5	47.7	53	65.5
Direct Marketing Manager	Kansas City All	11387	93.3	109.5	131.6	98.6	117.8	148.5
Disability Services Manager	Kansas City All	11160	95.2	115.6	134.7	96.9	119.6	139

Distribution Center Manager	Kansas City All	3826	101.8	120	139.4	111.4	133.7	159.8
Distribution Manager	Kansas City All	3827	94.9	108.8	123.6	100.2	116.3	133.7
Distribution Manager--Assistant	Kansas City All	5167	87.9	104.9	123.9	100.1	116.8	136.7
Distribution Systems Manager	Kansas City All	5350	117.4	125.3	160.3	122.4	143.9	183.6
Documentation Control Manager	Kansas City All	10155	76.6	90.6	107.4	79.4	95.4	108.7
E-Commerce Business Development Manager	Kansas City All	10001	109.6	130.6	153.2	117.5	138.1	167.2
E-Commerce Marketing Manager	Kansas City All	10003	94.8	110.3	128.8	100.4	119.7	140.6
E-Commerce Strategy Manager	Kansas City All	8106	90.3	109.6	134.4	92.6	114.8	141.7
Economic Development Manager	Kansas City All	10501	88.5	122.2	145.3	92	129.1	155.9
Education Manager	Kansas City All	6217	68.8	78.6	90.7	76.4	86.6	97.4
EEO/Diversity & Inclusion Manager	Kansas City All	2756	107.3	121.2	141.5	113.4	129.5	152.6
Electrical Engineering Manager	Kansas City All	141	122.1	139.2	162.3	128	148.3	176.5
Electronic Funds Services Manager I	Kansas City All	10948	61.8	78.2	91.3	64.4	82.5	94.5
Electronic Funds Services Manager II	Kansas City All	10976	77.1	97.4	115	80.9	104.3	120.8
Electronics Engineering Manager	Kansas City All	150	116.1	135.3	157.1	118.3	139.7	170
Employee Assistance Program Manager	Kansas City All	2772	96.8	112.7	127.7	99.7	115.1	132.1
Employee Communications Manager	Kansas City All	2776	95.4	108.5	125.4	100.4	117.7	138.1
Employee Licensing Manager	Kansas City All	11392	72.2	87.6	103.4	76.1	91.3	112
Employee Relations Manager	Kansas City All	2787	100.8	116.3	132.6	105.7	123.4	146.1
Employee Services Manager	Kansas City All	2794	86.4	101.8	123.6	87.2	103.8	130.5
Energy Management Manager	Kansas City All	4217	103.9	123	137.4	108.8	133.5	157.3
Engineering Manager	Kansas City All	4330	124.3	140.8	157.5	130.3	149.5	173.5
Engineering Manager--Structural	Kansas City All	2785	131.9	179.1	199.4	167.4	193.2	212.1
Engineering Project Management Manager	Kansas City All	455	120.3	139.7	159.7	127.8	151.1	173.9
Enrollment Billing Manager	Kansas City All	1080	105	116	131.5	114.6	130.8	147.4
Environmental Compliance Manager	Kansas City All	10796	106	119.6	136.6	109	128.7	146.9
Environmental Manager	Kansas City All	1074	104.5	120.5	140.5	109.7	130.4	154.8
Environmental Services Manager	Kansas City All	11128	66	74.7	81.8	67.7	76.5	83.7
Environmental, Health, and Safety Manager	Kansas City All	13145	89.1	108.5	127.5	95.1	121.3	144
Equipment Maintenance Manager	Kansas City All	10674	95.9	108.9	122.9	99.8	114.3	132
Equipment Manager	Kansas City All	1568	88.1	102.2	116	88.9	110.7	131.7
Executive Compensation Manager	Kansas City All	2820	130	149.4	170.1	141.1	169.7	201.3
Facilities Manager	Kansas City All	1011	92.1	106.1	122.1	97.2	113.1	132.3

Facility Maintenance Manager	Kansas City All	454	102.7	116.6	127.6	110.3	126	142.5
Facility Planning Manager	Kansas City All	1013	101.3	116.7	132.6	103.1	119.3	135.8
Family Services Manager	Kansas City All	480	82.8	89.2	98.5	85.4	93.1	103.3
Field Marketing Manager	Kansas City All	11365	98	115.9	119.1	98	117	130.1
Field Service Manager	Kansas City All	4032	93.4	107.1	123	98.4	115.3	133.8
Finance Manager	Kansas City All	11547	110.4	123.4	136.1	116.8	132.7	151
Financial Analysis Manager	Kansas City All	2600	111.2	124.7	139.4	118.9	135.9	155
Financial Analysis Manager I	Kansas City All	35	84.3	97.4	110.9	87.6	102.2	119
Financial Analysis Manager II	Kansas City All	6455	110.5	124.3	137.8	118.7	135.7	154.7
Financial Compliance Manager (Sarbanes-Oxley)	Kansas City All	2603	110.5	125.8	146.7	117.9	137.6	164.4
Financial Planning and Analysis Manager	Kansas City All	11120	126	149.2	158.4	140.2	158	180.4
Financial Reporting Manager	Kansas City All	7647	111.8	125.7	140.9	118.9	136.8	158.5
Financial Systems Manager	Kansas City All	2709	109.9	124.7	140.9	116.2	135.4	154.1
Fire Captain	Kansas City All	11496	64.2	84.6	94.3	64.2	84.6	94.3
Fixed Asset Manager	Kansas City All	11220	87.6	94	105.8	92.5	101.3	116.4
Fleet Manager	Kansas City All	3832	84.2	98.6	114.4	89.2	107.8	127.6
Flight Scheduling Manager	Kansas City All	10866	70.2	78.4	87.4	74	81.4	92.3
Food and Beverage Manager	Kansas City All	11169	65.7	75	85	66	75.5	87.6
Food Safety Manager	Kansas City All	10826	96.7	109.1	121.5	100.5	111.2	125.6
Food Service Manager	Kansas City All	11130	62.8	74.5	90.7	63.5	76.2	93.1
Food Service Manager--Health System	Kansas City All	7080	127.5	138.8	152.5	128	146.3	159.4
Forecast Manager	Kansas City All	2133	121.2	132	151.6	146.8	162.4	176.2
Foreclosure Manager	Kansas City All	11369	79.3	88.7	103.3	88.3	107.7	141.8
Franchising Manager	Kansas City All	6007	118.4	130.4	165.6	130.9	153.1	185.9
Fraud Investigation Manager	Kansas City All	312	111	120.2	133.9	113.6	129.9	145.8
Fraud Prevention Manager	Kansas City All	10923	85.8	98.9	113.6	92.8	109.4	124.3
Fulfillment Manager	Kansas City All	6030	83.7	95	110	90.9	105.7	124.1
Geographic Information Systems (GIS) Manager	Kansas City All	13221	116.9	147	158	125.5	161.4	183.1
Gift Shop Manager	Kansas City All	11532	49.6	66	71.8	49.9	66.7	72.5
Global Compliance Manager	Kansas City All	10559	130.6	147.5	163.3	134.2	154.3	168.9
Good Manufacturing Practices (GMP) Manager	Kansas City All	10951	123.1	146.3	162	125.8	155.8	169.5

Government Affairs Manager	Kansas City All	11172	106.2	125.5	141.3	114.1	136.2	157.4
Grant Manager	Kansas City All	8227	80.2	94.6	116.7	90.2	113.9	135.5
Grant Proposal Writing Manager	Kansas City All	8178	94.4	108.5	139.8	98.5	115.7	151.4
Graphic Design Manager--Packaging	Kansas City All	2107	116.5	123.6	131.1	132.8	142.8	152.9
Graphics Manager	Kansas City All	3161	88.8	99.2	112	91.6	103.6	117.9
Graphics Manager Sr.	Kansas City All	10622	120.4	139.2	155.9	130.4	154.2	176.9
Grocery Department Manager Assistant--Bakery	Kansas City All	11466	32.1	36.5	38.8	32.2	37.6	42.3
Grocery Department Manager Assistant--Dairy	Kansas City All	11467	30.8	36.1	37.5	32.6	38.4	40.4
Grocery Department Manager Assistant--Deli	Kansas City All	11468	26.2	29.3	31.9	27.1	31.8	34.4
Grocery Department Manager Assistant--General Merchandise	Kansas City All	11469	29.7	36.3	37.9	32.2	38.7	40
Grocery Department Manager Assistant--Meat	Kansas City All	11470	31.9	34	38.8	32.7	37	41.2
Grocery Department Manager Assistant--Produce	Kansas City All	11471	29.8	32.8	36	31	34.9	37.7
Grocery Department Manager--Bakery	Kansas City All	9723	36.6	43.2	49.6	37.1	43.9	52.4
Grocery Department Manager--Dairy	Kansas City All	11442	34.3	38.6	47	34.8	39	49.4
Grocery Department Manager--Deli	Kansas City All	10762	34.4	38.5	41.7	34.8	40.7	44.3
Grocery Department Manager--Floral	Kansas City All	10763	27.8	31.5	34.7	28	34.1	35.6
Grocery Department Manager--General Merchandise	Kansas City All	10759	34.9	40.6	45.2	37.7	42.9	47.3
Grocery Department Manager--Meat	Kansas City All	10758	39.2	43.2	50.4	39.3	46	53.5
Grocery Department Manager--Produce	Kansas City All	10761	36.4	40.5	44.5	37.2	42.1	46.5
Grocery Department Manager--Seafood	Kansas City All	10760	38.4	43.3	49.1	38.8	46.6	51.5
Health and Safety Manager	Kansas City All	447	100.2	118.8	132.9	106	126.3	146.7
Health and Welfare Manager	Kansas City All	2821	128.8	147	165.6	139.7	165.6	193.1
Health Fitness Center Manager	Kansas City All	8779	76.9	93.2	117	77.5	95.9	121.2
Health Information Services Manager	Kansas City All	8232	107.6	120.3	137.1	110.4	121.6	141.5
Health Information Services Manager--Health System	Kansas City All	8235	120.9	141.6	156.6	132.7	146.4	165.4

Health Plan Brokerage Relationship Manager	Kansas City All	7586	68.7	83.8	118.4	73.1	103.7	149.8
Health Services Manager	Kansas City All	9017	111.6	123.1	137	119.1	133.6	152.9
Hotel General Manager	Kansas City All	11111	65.8	77.1	102.7	68.6	79.5	107.8
Hotel Manager Assistant	Kansas City All	11217	49.3	57.2	67	51.2	59.1	68.1
HRIS Manager	Kansas City All	2874	109.2	124.4	139.7	116.2	134.2	153.3
Human Resources Manager	Kansas City All	2878	99.2	114	129.5	105.3	121.5	141.2
Human Resources Manager--Health System	Kansas City All	7102	132.1	154.1	182.1	137.5	166	198.4
Human Resources Manager--International	Kansas City All	10420	132.8	153.5	180.1	139.5	159.4	204.6
Human Resources Manager--Region	Kansas City All	2975	102.6	119.9	141.6	108.4	128.3	154.3
Human Resources Outsourcing Manager	Kansas City All	9004	116.2	151.1	177.4	116.2	197	225.1
Human Resources Planning Manager	Kansas City All	2825	111.3	131.9	154.1	119.7	147.4	180.5
Image Processing Manager	Kansas City All	10327	113.9	123.9	136.9	115	123.9	137
Import Coordination Manager	Kansas City All	5170	88.1	103.7	126.7	90.6	109.8	135
Import/Export Compliance Manager	Kansas City All	2118	106.4	119	131	117.9	130.3	142.3
Import/Export Manager	Kansas City All	3834	93	108.6	126.4	98.7	116.1	138.6
Inbound Operations Manager	Kansas City All	3569	73.8	87.8	103.1	78.5	93.3	110.4
Industrial Design Manager	Kansas City All	10931	107	125.6	141.4	113.4	136.7	157.6
Infection Control Manager	Kansas City All	209	102.9	114.9	126	104	116.6	128.1
Installation Manager	Kansas City All	1120	87.8	104.5	124.2	93	112.5	127.1
Insurance Business Manager	Kansas City All	10978	110.7	145.2	225.4	133.7	179.8	256.1
Insurance Manager	Kansas City All	1121	100.2	118	139.1	106	127.8	157.6
Insurance Manager--Group	Kansas City All	9033	100.3	116.6	128.5	106.4	120.3	134.6
International Expatriate/Immigration Manager	Kansas City All	9491	115.3	127.8	149.4	121	135.8	161.7
Internet Marketing Manager	Kansas City All	2113	101.9	111	124.3	107.6	123.3	140.4
Inventory Control Manager	Kansas City All	3581	78.9	93.2	108.9	82.9	99.3	119.9
Inventory Planning and Control Manager	Kansas City All	3845	79.6	93.4	109.3	82.9	97.1	117.6
Investment Manager	Kansas City All	1536	164.3	224.7	313.7	301.2	448.7	767.2
IT Application Development Manager	Kansas City All	441	127.4	141.3	154.8	136.4	155.8	175.6
IT Asset Manager	Kansas City All	9335	98.4	112.8	127.1	103.6	122.5	137.5
IT Audit Manager	Kansas City All	3203	121	134.6	150.9	129.6	146.5	168.6
IT Business Planning Manager	Kansas City All	9345	131.2	149	165.3	139.4	160.7	183.5
IT Business Relationships Manager	Kansas City All	11104	124.5	142.5	159.7	144.1	169	193

IT Business Systems Analysis Manager	Kansas City All	10930	117.4	132.1	146.2	125	144	161.7
IT Capacity Planning Manager	Kansas City All	3045	123.5	135	150.4	137.7	154.6	171.5
IT Change Management Manager	Kansas City All	12118	110.4	119.3	133	114.6	124.2	142
IT Computer Operations Manager	Kansas City All	3031	107.9	123	140.8	111.7	129	150.6
IT Computer Operations Manager--Field	Kansas City All	3032	59.8	66	101.4	64.7	73.3	118.5
IT Contract Manager	Kansas City All	9902	89.5	98.5	108.3	92.2	102	112
IT Contract Manager--Outsourcing	Kansas City All	9901	96.7	127.8	153.8	99.8	135.4	164.5
IT Customer Relationship Management (CRM) Manager	Kansas City All	9990	108.6	122.2	137.7	116	130.9	149.3
IT Customer Relationship Technology Manager	Kansas City All	2205	134.6	146.1	155.1	157.5	179.6	199.1
IT Customer Service Hotline Manager	Kansas City All	9914	81.1	99.7	108.7	83.2	102	110.1
IT Customer/Product Support Manager	Kansas City All	5134	93.9	107	124.1	97	111.4	132.7
IT Data Center Manager	Kansas City All	10317	130.7	155	167.3	137.3	164	182.6
IT Data Engineer Manager	Kansas City All	1005	132.4	141.4	160.1	141.6	154.2	176.4
IT Data Warehouse Manager	Kansas City All	9342	123.4	136.2	150.7	129	144.8	165.6
IT Database Architecture Manager	Kansas City All	11449	150.8	166.5	182.2	156.7	178.4	197.3
IT Database Engineering Manager	Kansas City All	11388	151.3	164.9	175.7	155.4	167.8	179.9
IT Database Manager	Kansas City All	7682	124.9	136.5	151.4	139	155.4	173.6
IT Decision Support Manager	Kansas City All	9344	112.8	124.5	133.3	119.5	129.3	137.3
IT Disaster Recovery Manager	Kansas City All	9424	126.8	140.2	153.1	135.5	149	173
IT Documentation Manager	Kansas City All	8781	95.5	118.6	149	98.9	123.4	159.8
IT Electronic Data Interchange (EDI) Manager	Kansas City All	9222	106.9	120.5	142.6	111.9	128.8	154.7
IT End User Support Manager	Kansas City All	1275	106.4	117.5	128.1	114.8	127.1	138.1
IT Enterprise Architect Manager	Kansas City All	12124	148.2	166.9	177.9	158.2	172.1	202.2
IT ERP (Enterprise Resource Planning) Manager	Kansas City All	3336	141.1	155.3	167.6	155.4	173	191.6
IT ERP (Enterprise Resource Planning) Project Manager	Kansas City All	3731	129.2	142.7	154.3	133.7	148	167.2
IT Finance Manager	Kansas City All	1386	109	120.4	133.9	112.4	125	140.4
IT Hardware Engineering Manager	Kansas City All	3162	138.4	155	165.9	138.6	157.6	174.2
IT Help Desk Manager	Kansas City All	3197	93.5	107.8	122.6	97.6	114.4	131.9
IT Human Resources Planning Manager	Kansas City All	9347	109.1	118.1	131.1	114.6	123.6	140.3

IT Identity and Access Management Manager	Kansas City All	11398	111.3	128.7	146.3	119.9	138.7	155.4
IT Information Center Manager	Kansas City All	3199	120.9	135.9	157.6	128.7	147.8	171.1
IT Infrastructure Manager	Kansas City All	5114	134.8	150.7	163.8	141.9	159.8	178.4
IT Internet/Web Analytics Manager	Kansas City All	10131	135.2	146.5	159.2	135.2	160.7	171.6
IT Internet/Web Content Manager	Kansas City All	9479	84.7	99.6	114.4	88.9	106.2	125.8
IT Internet/Web Customer Service Manager	Kansas City All	9258	76.3	93.7	113.9	78.7	96.8	125.3
IT Internet/Web Design Manager	Kansas City All	8775	105.9	123.3	135.2	110.8	126.7	143
IT Internet/Web E-Commerce Manager	Kansas City All	8104	114.3	133	152.2	122.8	140.4	167.1
IT Internet/Web E-Commerce Merchandising Manager	Kansas City All	10137	95.1	103.4	125.4	113.4	122.4	144.2
IT Internet/Web Infrastructure Manager	Kansas City All	2117	140.7	153.1	163.2	149.9	168.7	189.8
IT Internet/Web Manager	Kansas City All	8784	92.8	110	127.6	98.1	117.9	136.4
IT Internet/Web Marketing Manager	Kansas City All	8785	93.3	109.1	126.5	97.7	115.9	136.5
IT Internet/Web Operations Manager	Kansas City All	9118	123.1	137.7	148.1	131.9	145.8	160.9
IT Internet/Web Security Manager	Kansas City All	8105	97.7	112.2	144.6	97.8	116.6	147.6
IT LAN Administration Manager	Kansas City All	3229	102	119.6	135.2	107.8	127.8	146.9
IT Manager	Kansas City All	3216	118.3	136.9	154.4	123.8	144.7	169.1
IT Marketing Information Systems Manager	Kansas City All	7075	96	122.7	148	100	133.2	168.6
IT Mobile Application Development Manager	Kansas City All	11341	113.8	144.3	164.8	141.4	158	174.2
IT Network Control Manager	Kansas City All	3257	113.3	128.3	144.5	121	139	158.2
IT Network Operations Manager	Kansas City All	3298	118.3	134.4	147.7	124.6	143.9	162.5
IT Network Operations Support Manager	Kansas City All	3266	125.1	143.4	166.3	135.2	154.5	184.3
IT Network Planning and Engineering Manager	Kansas City All	3309	127.8	138.3	151.1	138.4	151.6	167.8
IT Network Planning Manager	Kansas City All	3270	116.8	132.7	149.1	120.3	139.4	160.2
IT Operating Systems Manager	Kansas City All	3290	112.9	130.5	146	116.6	135.7	156.6
IT Operations Manager	Kansas City All	10147	120.9	138	152.2	128.3	145	160
IT Operations Manager--Client Server	Kansas City All	5120	112.9	124.3	136	120.6	135	149.8
IT Operations Manager--Data Communications	Kansas City All	3297	119.6	140.5	150.9	126.7	153.3	173.4
IT PC Manager	Kansas City All	3238	98.4	113.8	130.7	101.9	118.1	138.7
IT PC Training Manager	Kansas City All	2976	97.8	113.4	129	99.5	117.9	132.7

IT Product Management Manager	Kansas City All	13291	135	151.2	174.4	135.7	153.4	180.7
IT Production Control Support Manager	Kansas City All	3310	104.5	120.2	135.1	109.8	127.3	144.1
IT Programming Manager (Applications)	Kansas City All	3014	119.5	133.8	149.2	124.6	141	160.5
IT Project Management Office (PMO) Manager	Kansas City All	5164	124.3	140.5	160.2	132.6	153.2	177.1
IT Purchasing Manager	Kansas City All	9000	94.7	115.6	132	99.5	122.3	144.2
IT Quality Assurance Manager	Kansas City All	3329	110.4	124.6	138.4	116.1	132.9	149.5
IT Recruiting Manager	Kansas City All	9355	116.2	123.7	134	122.2	132.5	147.8
IT Release/Build Manager	Kansas City All	11514	128.6	146.2	155.3	136.6	160.5	172.5
IT SAP Project Manager	Kansas City All	5901	140.5	153.6	157.7	148.4	170.5	173.5
IT Search Engine Optimization (SEO) Manager	Kansas City All	11241	102.3	114.7	124.5	107.5	119.3	131.1
IT Security Manager	Kansas City All	4725	126.1	140.7	156.1	133.2	150.5	171.8
IT Service Delivery Manager	Kansas City All	10888	130.8	148.3	159.8	135.9	158.8	175
IT Software Development Manager	Kansas City All	3333	133	145.5	158.9	137.6	152.2	167.9
IT Software Engineering Manager	Kansas City All	11405	154.8	170.9	182.9	162.6	176.7	197.4
IT Software Implementation Manager	Kansas City All	10379	122.6	137	152.8	125.7	140.1	162
IT Software Systems Engineering Manager	Kansas City All	3366	143	156.4	173.4	149.7	167.2	187.8
IT Systems Analysis and Programming Manager	Kansas City All	324	135	142.1	160.8	138.1	153.4	174.6
IT Systems Analysis App. and Programming Manager	Kansas City All	3021	132	144	157.5	141.8	158.7	177.5
	Kansas City All	3024	140.2	164.2	192.5	140.2	174.2	202.6
IT Systems Analysis Manager	Kansas City All	3368	114.6	129	145.4	119.2	136.9	159.3
IT Systems Analysis Operating Systems and Programming Manager	Kansas City All	3367	115.3	127.4	144.3	117.7	133.1	154.3
IT Tech Research Leader--Emerging Technologies	Kansas City All	9346	129.7	140.6	154.2	139	154.1	169.9
IT Technical Planning Manager	Kansas City All	3403	116.6	133.9	153.5	121.7	141.1	165.2
IT Technical Support Manager	Kansas City All	5083	106.7	122.8	145.1	112.4	129.5	156.2
IT Telecommunications Install and Maintenance Manager	Kansas City All	8509	73.7	95.6	122	73.9	97.3	128.8
IT Telecommunications Manager	Kansas City All	3424	100.9	116.8	133	103.9	121.9	141.3

IT Telecommunications Manager--Data/Voice	Kansas City All	3083	120.3	134.6	145.4	122.8	138.3	152.5
IT Telecommunications Manager--Health System	Kansas City All	3214	126.8	145.2	173	136.9	160.5	182.2
IT Telecommunications Manager--Voice	Kansas City All	3446	117.1	132.7	150.2	124.2	138.1	159.8
IT Training Manager	Kansas City All	3220	104.3	117.2	134.5	108.7	124	142.1
IT User Experience Manager	Kansas City All	11044	131.3	147.7	161	136.1	156.1	172.3
IT Vendor Relationship Manager	Kansas City All	9202	120.6	135.8	147.7	129.8	146.9	163.6
IT Voice Systems Engineering Manager	Kansas City All	10343	126.2	162.7	191.3	132.9	178.2	215.4
IT Website Manager	Kansas City All	360	91.2	118.8	212.6	91.2	119.5	293.8
Janitorial Manager	Kansas City All	11360	94.6	107.7	118.2	96.7	111.7	123.9
Kitchen Manager	Kansas City All	10411	55.4	58.2	62.5	55.9	59	64.6
Knowledge Management Manager	Kansas City All	10692	130.9	140.5	165.5	133.9	149.2	174.3
Labor Relations Manager	Kansas City All	8226	113.4	136.2	157.2	118.7	144.9	174.6
Laboratory Manager	Kansas City All	5187	92.1	106.5	122.9	96	112.5	130.8
Land Manager	Kansas City All	11229	168.3	182.9	195.7	193.5	227.1	268.6
Landscape Architect--Manager	Kansas City All	1326	105.6	130.9	155	108.7	132.2	157.5
Laundry Manager	Kansas City All	7114	65	77	87.3	65.6	77.6	87.7
Laundry Manager--Health System	Kansas City All	7115	113.7	153.6	163.3	119.7	153.6	175.9
Leasing Manager	Kansas City All	10532	69	84	102.6	82.9	112.3	159.8
Legal Contract Professional Manager	Kansas City All	3488	98.5	122.4	129.7	107.6	136.3	144.4
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 Services Manager	Kansas City All	11480	104.1	123.4	139.8	111	134.2	154.5
Library Manager	Kansas City All	8772	82.5	97.2	114	83.8	100	119.3
Library Manager--Health System	Kansas City All	8701	82.5	92.3	116.3	86.9	101.5	124.7
Loan Collection/Recovery Manager	Kansas City All	10431	75.2	83.3	95.9	75.7	84.7	100.3
Loan Operations Manager (Group)	Kansas City All	1408	378.1	415.2	466.9	517.2	636.5	815.7
Loan Servicing Group Manager II	Kansas City All	230	77.7	91.5	108.3	80.6	96.9	113.1
Logistics Manager	Kansas City All	7133	92.4	108.3	126.5	97.1	116.3	137.3
Loss Prevention Manager	Kansas City All	4021	79.8	95.4	109.1	82.9	100.1	119
Machine Shop Manager	Kansas City All	11459	104.5	120.7	139.6	109.8	129.6	141
Major Gifts Manager	Kansas City All	11199	119.4	142.2	193.2	120.1	150.8	200.6

Managed Care Manager	Kansas City All	233	92.4	103.7	114.2	93.6	106.1	115.7
Management & Organization Development Manager	Kansas City All	9103	102.5	171	280.5	102.5	172.5	292.8
Management Development Manager	Kansas City All	2901	112.1	134	159.3	118.1	141.6	175
Managing Editor	Kansas City All	6047	82.8	98.1	115.1	85.9	105	123.5
Manufacturing Continuous Improvement Manager	Kansas City All	5802	108.8	119.2	130.6	114.5	129	142.3
Manufacturing Engineering Manager	Kansas City All	2781	113.3	128.2	144.1	119.8	137.2	157.3
Manufacturing Information Systems Manager	Kansas City All	11545	143	144.4	165.1	163.7	165.4	198.3
Manufacturing Manager	Kansas City All	3621	107.3	128	148	111.9	134.5	160.3
Manufacturing Manager--Contract	Kansas City All	2120	133.3	141.4	147.8	152.8	168.4	179.9
Manufacturing Production Oversight Manager	Kansas City All	2135	83.1	97.7	112.4	84.3	101.4	114.9
Manufacturing/Operations Manager	Kansas City All	436	123.9	142.6	161.4	134	157.1	183.7
Market Research Manager	Kansas City All	4047	107.4	123.9	141.8	115.2	135.7	160.5
Marketing Administration Manager	Kansas City All	4051	85.8	104.8	120.5	91.5	110.4	130.4
Marketing Analytics Manager	Kansas City All	9718	105.2	124.4	136.7	110.2	128.2	147.5
Marketing Communications Manager	Kansas City All	8794	98.6	112.6	129.4	104.3	120.9	141.3
Marketing Manager	Kansas City All	4076	96.1	112.8	132.7	102.7	121.9	146.2
Marketing Manager (Food Service)	Kansas City All	2214	129.9	149.5	151.1	158.1	175.5	182.6
Marketing Manager (Integrated Brands)	Kansas City All	3902	141.1	157.4	168.6	169.3	191.9	212.2
Marketing Manager (National Accounts)	Kansas City All	2106	116.9	127.9	139.7	131.3	147.4	164.8
Marketing Manager (National Accounts)--Senior	Kansas City All	2212	152.9	169	176.7	180.8	202	220.5
Marketing Manager--Health System	Kansas City All	4077	113.6	126.9	166	116.6	137.8	179
Marketing Manager-Regional	Kansas City All	4107	103.9	121.3	148.2	111.4	128.9	164.6
Master Scheduling Manager--Unit	Kansas City All	3635	96.4	105.9	118.1	101.7	117.6	124.7
Materials Manager	Kansas City All	3858	89.9	105.1	120.3	94.6	111.2	130.8
Mechanical Engineering Manager	Kansas City All	236	121.6	135.6	154.5	126.4	143.4	164.9
Media Production Manager	Kansas City All	10720	78.8	89.5	104.9	84.1	95.8	110
Media Purchasing Manager	Kansas City All	4079	85	99.3	119.5	86.9	104.2	128.6
Medical Claims Review Manager	Kansas City All	1139	88.7	95.7	104.5	99.4	108.5	115.1
Medical Records Compliance Manager	Kansas City All	10816	86.6	97.5	105.9	88.2	97.7	107

Medical Technologist--Chief	Kansas City All	7156	80.2	88.5	95.1	81	88.9	96
Medicare Programs Manager	Kansas City All	1320	127.3	147	160.4	137.2	163.7	185.8
Meetings and Special Events Manager	Kansas City All	4325	82.5	95.6	110.8	86.4	102.6	121.9
Member Services Manager	Kansas City All	6057	76	87.4	99.5	86.8	98.6	113.8
Membership Manager	Kansas City All	2824	75.6	98.6	118	76.3	100	122.1
Merchandise Allocation Manager	Kansas City All	11375	106	129	138.2	117	140.7	159.4
Merchandise Manager (Division)	Kansas City All	6112	184.1	234.6	270.2	211.4	281.4	354
Merchandise Manager I	Kansas City All	10061	90.2	105.5	126.1	93	108.5	133.6
Merchandise Manager II	Kansas City All	3020	91.1	109	134.2	95.4	114	142.4
Merchandise Planning Manager	Kansas City All	2143	116.6	138.9	154.6	124.2	152.7	174
Mergers and Acquisitions Manager	Kansas City All	9518	131.8	153.2	179.5	144.2	170.4	215.4
Mine Manager	Kansas City All	10840	128.7	150.4	171.3	158.4	194.8	206.6
Mobile Strategy Manager	Kansas City All	10382	107.2	123.2	125.5	110	129.3	132.4
Mortgage Asset Manager	Kansas City All	10159	80.9	83.7	85.4	87.2	100.4	116.1
Mortgage Compliance Manager	Kansas City All	10536	95.8	109.7	124	98.6	114.7	147
Mortgage Lending Manager--Secondary Market	Kansas City All	11521	69.9	97.4	150.2	73.6	135.3	174.6
Mortgage Lending Operations Manager (Group)	Kansas City All	1421	248.3	260.8	372.5	356.9	434.7	612.2
Mortgage Lending Operations Manager I	Kansas City All	245	76.3	88.6	106	83.8	99	117.9
Mortgage Lending Operations Manager II	Kansas City All	246	91.5	107.4	131.5	102.4	124.9	157
Mortgage Loan Processing Manager	Kansas City All	11529	85	89.4	100.4	89.6	94.7	111.8
Mortgage Manager (Group)	Kansas City All	1409	272.9	376.7	463.7	393.9	553.6	783.1
Mortgage Marketing Manager--Secondary (Group)	Kansas City All	1529	188.9	198.6	216.6	243.8	277.5	289.1
MRI Technologist--Chief	Kansas City All	7525	88.9	97.4	105.1	89	97.7	105.3
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
National Accounts Manager	Kansas City All	4082	104.4	123	143	115.6	139.7	166.2
Nuclear Power Plant Manager	Kansas City All	7192	249.1	316.1	405.1	304.6	457.3	517.7
Nurse Manager	Kansas City All	7370	101.7	114.6	126.8	102.2	115.8	128.4
Nurse Manager--Emergency Room	Kansas City All	7371	93.7	108.5	125.7	94	109.2	127.3
Nurse Manager--ICU/CCU	Kansas City All	7372	102	117.1	131.2	103.1	117.5	131.3
Nurse Manager--Obstetrics	Kansas City All	7532	83.6	96	108.6	84.4	96.4	109.4

Nurse Manager--Oncology	Kansas City All	10566	108.7	126.7	139.9	109.8	127.8	141.3
Nurse Manager--Operating Room	Kansas City All	7374	99.9	116.4	131.6	100.9	116.8	134.1
Nurse Manager--Psychiatric Unit	Kansas City All	7533	99.2	113.6	128.6	100.2	114.1	130.9
Office Manager	Kansas City All	1180	60.5	71.7	84.7	61.9	73.8	87.9
Office Manager--Architectural	Kansas City All	8824	57.6	78.2	91.6	72	79.8	96
Operations Manager	Kansas City All	7228	87.4	103.3	123.1	91.1	108.7	131.8
Operations Manager (Group)	Kansas City All	1354	289.8	306.7	348.8	379.9	427.2	490.2
Operations Manager--Distribution Center	Kansas City All	5176	85.3	102.7	122.3	99	116.6	136.3
Operations Manager--Unit	Kansas City All	10691	63.7	77.8	96.1	69.5	83	107.2
Operations Planning Manager	Kansas City All	9105	97.3	116.3	136.7	100.3	124.7	149.2
Operations Research Manager	Kansas City All	12850	115.5	140	154.3	127.1	152.9	167.4
Order Scheduling Manager	Kansas City All	3863	75.2	88.9	122.7	79.8	98	122.7
Organizational Change Management Manager	Kansas City All	13158	129.9	142.6	152.7	138.2	152.2	169.5
Organizational Development Manager	Kansas City All	1375	120	137.3	156.5	128.7	149.1	175.1
Outbound Operations Manager	Kansas City All	3668	74.7	86	99.4	80.6	92.9	108.3
Outsourcing Manager	Kansas City All	9314	119.6	130.3	150.5	134.3	148.5	177.6
Packaging Design Manager	Kansas City All	2027	103.7	120.4	133	112	130.8	153.6
Packaging Manager	Kansas City All	3676	93.5	109.4	123.5	98.4	117.6	135.2
Paralegal Manager	Kansas City All	3475	100	114.4	133.2	106.1	124.5	152.5
Patient Accounts Manager	Kansas City All	7224	110	129.1	150.3	112	132.7	155.5
Patient Accounts Manager--Health System	Kansas City All	7225	120.5	155.1	195.3	126.1	164.5	208.5
Patient Care Unit Manager	Kansas City All	7356	98.6	111.4	124.7	99.6	112.5	125.5
Patient Financial Services Manager	Kansas City All	7221	83.3	89.8	98	83.7	89.9	98.2
Patient Financial Services Manager--Health System	Kansas City All	7229	157.5	171.7	194.6	164.1	179.3	223.2
Payroll Manager	Kansas City All	2652	92.7	105.2	119.4	97.2	111.8	129.7
Payroll Manager--Health System	Kansas City All	2653	105.2	117.4	129.8	107.3	120.7	133.6
Pharmacy Manager	Kansas City All	11078	142.4	153.6	164.2	145.7	157.9	169.7
Photography Manager	Kansas City All	11112	83.1	106	117.8	85.3	110.2	128.2
Picture Archiving and Comm System (PACS) Manager	Kansas City All	7108	95.6	105.7	115.7	95.7	106.6	117.3
Pilot--Chief	Kansas City All	1221	150.3	177.7	208.8	160.3	194.4	235.4
Planned Giving Manager	Kansas City All	11087	76.2	85	111	76.7	86	113.2

Planning/Scheduling Manager	Kansas City All	13277	123.4	134.3	150.1	131.4	141	154.4
Plant Accounting Manager	Kansas City All	30	98.1	113.3	130.1	103	121.8	145.9
Plant Engineering Manager	Kansas City All	2779	107.9	121.1	137.2	113.6	130.8	153.1
Plant General Services Manager	Kansas City All	3693	87.6	103.6	122.5	90.8	106.6	129.5
Plant Human Resources Manager	Kansas City All	2910	92.4	104.9	119.7	97	113.6	133
Plant Industrial Engineer Manager	Kansas City All	8774	108.8	127.4	145.7	113.6	134	158.2
Plant Manager	Kansas City All	3694	122.9	146.5	171	132.7	166.1	206.7
Plant Manager I	Kansas City All	11450	92.7	108	124.9	97.6	116.1	137.9
Plant Manager--Multiple Plants	Kansas City All	3696	141.1	165.7	200.2	159.9	193.9	250.8
Plant Manager--Multiple Plants (Division)	Kansas City All	7707	226.1	245	273.1	312.5	371	435.4
Plant Manager--Multiple Plants (Group)	Kansas City All	3966	218.5	234.4	262.5	291.6	323.3	365.1
Point of Sale Systems Manager	Kansas City All	5965	91.2	116.1	134.3	96.4	123.9	141.3
Pool Manager	Kansas City All	11421	37.9	56.9	61.7	38.7	58	63.2
Pool Manager--Assistant	Kansas City All	11422	30.8	39.4	41.8	31.2	39.6	43.1
Port Captain	Kansas City All	11479	104.5	109.4	121.2	109.2	117.2	130.4
Portfolio Management Manager	Kansas City All	2662	124.4	146.5	178.5	137.2	165.6	204.7
Power Plant Manager	Kansas City All	8139	175.5	194.4	208.4	208.6	228.5	254
Pricing Manager	Kansas City All	1371	101.5	121	141.7	106.3	127.4	153.9
Print Production Manager	Kansas City All	9300	85	100	117.8	85.8	107.1	118.7
Process Engineering Manager	Kansas City All	5540	121	134.8	152.7	127.4	144.7	167.2
Process Improvement Manager	Kansas City All	10855	106.3	128.7	140.5	107.5	134.1	151
Process Research Manager	Kansas City All	3949	121.5	146.1	174.2	133.9	165.1	202
Procurement Manager	Kansas City All	4261	123.3	139.9	150.9	137.2	161.5	177.8
Product Design Manager	Kansas City All	11021	123.8	146.1	154.5	129.9	156.3	165
Product Development and Planning Manager	Kansas City All	4101	125.7	145.8	166.4	133.3	164.3	186.6
Product Development Engineering Manager	Kansas City All	2123	124.2	137.4	154.3	130.9	147.1	169.6
Product Marketing Manager	Kansas City All	10426	132	150.1	164.2	138.2	160.8	176.9
Product or Brand Sales Manager-- International	Kansas City All	4100	110.4	124.9	151.1	118.3	131.7	171.2
Product Quality Manager	Kansas City All	11124	109.9	120.5	131.7	120.3	132.8	144.4
Product Testing Manager	Kansas City All	11059	107.6	118.3	131.4	113.5	128.6	142.3
Production Manager	Kansas City All	3717	100.4	116.4	134.3	104	123	145.3

Production Planning and Control Manager	Kansas City All	3722	98	111.4	128.2	104.7	122.5	143.3
Production/Processing Engineering Manager	Kansas City All	8663	105.3	121	138.2	111.9	127.9	150.4
Program Manager--Association/Non-profit	Kansas City All	6074	83.4	97	114.8	84.6	99.3	117
Project Management Manager	Kansas City All	10092	124.7	144.4	161.5	133.3	155.1	177.4
Proposal Manager	Kansas City All	4106	93.9	106.4	123.7	96.1	112.6	128.8
Provider Contracting Manager	Kansas City All	1260	104.6	121.8	135.7	113.4	129.1	144.5
Provider Credentialing Manager	Kansas City All	1270	68.7	80.9	97.7	69.7	82.8	99.6
Provider Network Database Manager	Kansas City All	11068	84.9	95	108.8	88.7	99.2	115.6
Provider Network Manager	Kansas City All	1254	122.2	136.7	155.1	134.5	150.2	176
Provider Relations Manager	Kansas City All	7109	97.4	113.6	127.2	98.7	116.8	127.5
Provider Service Manager	Kansas City All	4264	76.3	92.8	112.1	79.5	95.1	115.1
Provider/Member Services Medical Manager (LPN)	Kansas City All	7131	51.8	58	64.1	53.5	59.7	65.6
Public Relations Manager	Kansas City All	1210	95.1	110.8	129.2	101.2	119.9	142
Purchasing Manager	Kansas City All	3883	96.2	111.7	126.2	100.7	118.9	137.9
Purchasing Manager--Commodities	Kansas City All	5775	98.4	112.2	123.6	101.2	116.6	133.9
Purchasing Manager--Supplier Diversity	Kansas City All	2119	117.5	146.7	175.4	131	180.7	219.9
Quality Assurance Engineering Manager	Kansas City All	11126	116.8	134	144.9	123	142.1	153.9
Quality Assurance Manager	Kansas City All	3747	108.3	122.2	136.8	116.1	133.3	152
Quality Assurance Manager--Healthcare	Kansas City All	11066	101.3	121.9	133.3	102.8	122	139.8
Quality Control Manager	Kansas City All	3734	94.3	109.4	125	98.7	116.3	135.4
Quality Documentation Manager	Kansas City All	11127	102.8	115.3	126.7	108.4	121.6	134.7
Real Estate Acquisitions Manager	Kansas City All	13141	104.4	124.4	143.6	129.9	143.5	162.6
Real Estate Asset Manager	Kansas City All	10148	94.1	114.9	148.5	103.3	131.1	179.5
Real Estate Development Manager	Kansas City All	10659	129.7	151.1	177.4	144.6	175	216.2
Real Estate Manager	Kansas City All	1229	113	127.5	142.6	119.5	135.7	157.1
Real Estate Property Manager	Kansas City All	8664	83.9	98.3	117.4	88	103.7	123.2
Records Manager	Kansas City All	1238	80.6	95.8	113.4	86.1	104.3	126.6
Recruiting Manager	Kansas City All	2797	103.9	118.4	133.3	109.2	125.9	144.1
Recruiting Manager--Regional	Kansas City All	289	81.9	98.5	121.5	88.5	105.3	128.3
Regional Facility Maintenance Manager	Kansas City All	10737	113.4	124	142.7	121.8	135.2	158.2
Regional Finance Manager	Kansas City All	1645	117	133.9	154.5	123.7	143.9	169.1
Regional Loss Prevention Manager	Kansas City All	10961	99.8	116.5	129.1	104.4	127.3	143.8

Regional Manager	Kansas City All	9523	110.9	132.8	158.9	119.3	142.1	176.9
Regional Safety Manager	Kansas City All	11090	114.6	130.6	141.9	116.7	134.6	150.3
Regional Sales Manager--Professional Accounts	Kansas City All	1265	140	149	162.9	165	183.6	203.5
Regulatory Affairs Manager	Kansas City All	1240	116.2	134.1	158	125.4	145.7	175.3
Regulatory Documentation Manager	Kansas City All	10629	115	138.5	156.1	118	142.4	162.6
Rehabilitation Manager	Kansas City All	7107	111.1	121.9	132.2	112.1	123.7	135.6
Relocation Manager	Kansas City All	2914	94.7	111.8	132.5	100.6	122.5	145.6
Research and Development Manager	Kansas City All	3950	130.3	148.8	169.4	141.2	165.4	196.8
Research Program Manager	Kansas City All	2931	96.6	118.5	146	102.9	129.2	162.2
Research Quality Manager	Kansas City All	11020	105	117.1	129.3	113.6	128.3	137.4
Respiratory Therapy Manager	Kansas City All	11425	91.9	99.4	109.6	93	100.7	109.9
Restaurant Manager	Kansas City All	10409	57.6	63.9	71.3	59.2	65.7	73
Restaurant Manager Assistant	Kansas City All	10410	44.2	51.4	58	46.7	53.1	58.8
Retail Store Customer Service Manager	Kansas City All	10757	34.1	42.1	49	34.1	43.3	50.5
Retail Store Sales Manager	Kansas City All	12854	50.3	60.6	66.3	52.5	61.2	67.4
Retirement/Pension Investments Manager	Kansas City All	1115	140.8	173.9	194.5	166.6	214.4	235.5
Retirement/Pension Plan Manager	Kansas City All	8806	120.1	130.9	143.1	130.5	147.7	168
Revenue Management Manager	Kansas City All	11115	103.2	115.8	124.2	105.1	120.1	130
Risk Management Manager	Kansas City All	1242	104.2	120.7	139.5	110.1	130.9	155.1
Safety Manager	Kansas City All	1247	96.4	112.6	129.9	102.6	123.7	146.2
Sales Analysis Manager	Kansas City All	11191	108.9	133	149.1	118.8	140.7	158.5
Sales and Marketing Manager	Kansas City All	4078	100.9	117.8	137.5	107.7	128.6	153.3
Sales Compensation Manager	Kansas City All	10933	101	124	141	107.6	135.4	157.9
Sales Engineering Manager	Kansas City All	9935	133.9	154.8	175.2	139.2	163.2	191.6
Sales Incentive Administration Manager	Kansas City All	3101	88.5	94.1	121.5	89.3	100.6	131.5
Sales Manager	Kansas City All	4128	90.6	109.7	130.5	95.5	117.6	141
Sales Manager--Channel	Kansas City All	10029	101.7	116.2	134.5	110	129.4	151.8
Sales Manager--District	Kansas City All	4011	94	108.3	128.8	102	119.9	144.2
Sales Manager--Field Office	Kansas City All	9956	75.6	95.8	120	79.1	102.2	137.3
Sales Manager--Global	Kansas City All	1183	126.2	143.4	160	130.7	148.2	170.2
Sales Manager--Government	Kansas City All	4145	100.3	119	139.9	107.6	128.6	159.2
Sales Manager--Inside	Kansas City All	9941	78.7	90.1	100.6	84.3	100.7	123.8
Sales Manager--International	Kansas City All	4129	97.4	113.5	138.1	103.4	123.5	159.5

Sales Manager--Medicare	Kansas City All	9943	94.6	103.3	120.3	145	178.6	208.4
Sales Manager--National	Kansas City All	9106	120.4	145.2	170.8	132.4	161.5	200
Sales Manager--Regional	Kansas City All	4108	118.2	138.4	162	129.8	158	197
Sales Manager--Regional (Division)	Kansas City All	4110	125.6	139	155.1	154.4	182.3	213.5
Sales Manager--Regional (Group)	Kansas City All	4111	135.5	152.1	166.8	168.8	192.1	234.1
Sales Operations Manager	Kansas City All	11427	95.9	112.7	126.8	100.1	119.5	138
Sales Promotion Manager	Kansas City All	4149	101.5	115.6	134.1	108.5	127.1	152.8
Sales Support and Administration Manager	Kansas City All	414	92.2	109.1	123.4	100.5	119.1	138
Sales Training Manager	Kansas City All	4180	102.2	116.4	134.5	110.3	127.6	150.4
Sales/Marketing Education and Training Manager	Kansas City All	10056	107.8	122.4	144.3	116.2	136.2	167.1
Sanitation Manager	Kansas City All	10108	80.1	89.1	93.2	89.1	104.6	112.1
Security Manager	Kansas City All	1288	86.5	102.1	119.7	89.4	106.9	127.8
Security Manager (Global)	Kansas City All	3901	141.9	162.3	192.9	156.3	194.2	234.5
Security Manager--Health System	Kansas City All	1951	112.5	131.4	159	116.8	137	171.2
Senior Construction Engineering Manager	Kansas City All	10342	153.2	176.3	191.6	156.6	183.5	206.2
Service Contract Administration Manager--Service	Kansas City All	8795	85.5	102.1	126.1	88.8	109.6	137.3
Service Operations Manager	Kansas City All	8023	82.7	92.6	104.1	87.2	98.8	113.6
Shared Services Manager--Human Resources	Kansas City All	11409	102.5	116	125.6	108.7	123.2	137.7
Shareholder Relations Manager	Kansas City All	4361	99.6	121	146	103.8	128.1	157.2
Shop Service Manager	Kansas City All	11055	81.8	87.2	89.5	85.5	92.8	96.4
Sleep Lab Manager	Kansas City All	11219	84.9	97.2	110.1	85.1	97.9	110.3
Social Media Manager	Kansas City All	5695	121.7	126.9	146.9	127.2	149.5	182.1
Social Work Manager	Kansas City All	10788	83.8	96.8	102.2	84.4	97.6	103.9
Sourcing Manager	Kansas City All	5801	120.2	133.5	144.5	129	147.7	166.7
Spa Manager	Kansas City All	11505	68.9	79.4	87.4	70.5	81.4	90.1
Spare Parts Manager	Kansas City All	11236	116.4	127.2	147.4	122.8	146.7	164.4
Sr. Community Manager	Kansas City All	10371	64.8	74.9	88.1	68.8	82	100
Sterile Processing Manager	Kansas City All	11533	81.6	91.2	98.9	82.7	92.1	99.7
Store Department Manager	Kansas City All	6141	47.1	53.2	61.2	47.6	54.3	63.3
Store Manager	Kansas City All	6140	60.2	71.8	88.6	63.4	76.9	97.6
Store Manager Trainee	Kansas City All	6143	46.6	49.7	51	46.7	49.9	51.2

Store Manager--Area	Kansas City All	11031	67.8	86.6	103.6	74	94.6	112.7
Store Manager--Assistant	Kansas City All	6142	53.6	65.2	77.7	55.2	68.3	85
Store Manager--Assistant (Region)	Kansas City All	6120	35.4	46.5	58.7	35.4	46.5	58.7
Store Manager--District	Kansas City All	409	89.2	103.6	122.1	96.6	115.1	137.7
Store Manager--Region	Kansas City All	6123	134.9	168.3	213	148	190.6	255.5
Store Operations Manager	Kansas City All	11063	90.4	112	120.3	92.4	123.9	133
Store Planning and Design Manager	Kansas City All	3514	93.6	112.9	122.9	101.2	122.1	133.5
Strategic Planning Manager	Kansas City All	1138	121.7	142.1	163.6	130.3	156	185.2
Supply Chain Manager	Kansas City All	3060	103.4	119.9	137.5	110.6	131.2	153.8
Supply Chain Manager--International	Kansas City All	10419	116.9	125.1	134	125.6	138.6	151.7
Surveillance Operations Manager	Kansas City All	320	61.9	90.5	106.1	61.9	92.6	120.6
Systems Administration Manager	Kansas City All	11022	116	131.5	146.2	121.9	138.6	158.3
Systems and Procedures Manager	Kansas City All	1293	101.5	116.2	134.4	105.6	125.9	151.3
Systems Engineering Manager	Kansas City All	331	120.2	147.4	169.3	123.3	154.3	176.6
Tax Compliance Manager	Kansas City All	2679	114.1	130.5	149.8	121.6	141.9	168.7
Tax Manager	Kansas City All	9199	115.1	128.5	141.8	124.4	141.3	159.8
Tax Research Manager	Kansas City All	2685	124.1	146.5	167.8	134.8	162.8	190.6
Technical Application Scientist Manager	Kansas City All	10857	119.7	153.9	190	128.9	159.2	211.7
Technical Service Manager	Kansas City All	6088	92.7	109.5	127.2	97.6	119	140.9
Technical Service Manager--Region	Kansas City All	11056	110.8	129.6	150.4	115.6	137.8	162.1
Technical Writing Manager	Kansas City All	10688	115.6	135.3	148.5	120.8	139.3	153.6
Telecommunications Installation and Maintenance Manager	Kansas City All	8510	83.7	100.4	121.4	83.8	101.1	124.8
Telemarketing Manager	Kansas City All	4202	73.1	97.3	114	74.7	100.7	126
Teller Manager	Kansas City All	11099	42.5	47.1	53.7	44.2	49	56.3
Terminal Manager	Kansas City All	11015	86.9	107.5	117.5	90	118.3	126.1
Test Engineering Manager	Kansas City All	2349	114.3	129.5	145.2	121	135.3	152.6
Tool Design Engineering Manager	Kansas City All	4812	91.4	106.8	129.9	93.2	109.2	134
Total Quality Manager	Kansas City All	2937	112.1	126.3	144.1	115.3	131.4	151.3
Trade Relations Manager	Kansas City All	4215	85.4	111.7	130.5	88.8	120.2	141.2
Trade Show Manager	Kansas City All	4029	86.2	99.9	114.3	91.8	108.3	126.7
Trade/Channel Marketing Manager	Kansas City All	1258	122.6	140.7	154.6	141	161.5	187.2
Traffic/Rate Analysis Manager	Kansas City All	11016	99.1	114.5	130.2	104.9	121	149.1
Training Center Manager	Kansas City All	8133	103.3	114.1	126.7	106	120.1	136

Training Manager	Kansas City All	2939	96.1	109.5	125	101.6	118.3	137.1
Training Manager--Technical	Kansas City All	8135	109.9	131.8	141.6	114.4	136.8	151.3
Training/Organization Development Manager	Kansas City All	2954	104.9	120.9	135	106.9	123.3	138.6
Transportation Manager	Kansas City All	3917	85.1	98.2	113.7	90.4	105.7	126
Travel Manager	Kansas City All	1316	81.6	100.9	120.4	87.4	109.7	131.5
Treasury Manager	Kansas City All	9272	112.8	125.7	139.2	121.9	138.9	158
Treasury/Cash Management Client Relationship Manager I	Kansas City All	10433	78.1	80.1	84.6	89.4	94	100.7
Treasury/Cash Management Client Relationship Manager II	Kansas City All	10434	80.7	85.6	94.9	92.2	100.3	112.9
Trust Operations Manager I	Kansas City All	354	59.8	70.6	79.9	61.9	71.8	83
Trust Operations Manager II	Kansas City All	355	71.2	89.4	114.5	77.1	97.6	132.1
Underwriting Manager	Kansas City All	8635	106.8	122.8	138.9	113.4	133.6	157.8
Underwriting Manager (Group Medical)	Kansas City All	1252	122.7	135	151	133.3	150.1	172.3
Underwriting Manager (Life/Health)	Kansas City All	8630	102.1	111.8	129.6	109.6	125.6	161.1
Underwriting Manager--Consumer Loan	Kansas City All	11527	93.8	99.6	107.7	104.3	111.4	119
Underwriting Manager--Mortgage	Kansas City All	10146	100.3	120.3	130.4	105.5	124	137.9
Utilization Review Manager	Kansas City All	11074	95.1	103.3	112.4	96.5	106.9	116.5
Vendor Compliance Manager	Kansas City All	10734	114.6	130.6	144.7	122.6	134.7	153.2
Visual Merchandise Manager	Kansas City All	3030	79.8	96.2	110.9	82.8	101.4	121.7
Volunteer Manager	Kansas City All	8186	51.6	59	70.6	52.2	59.2	70.9
Warehouse Manager	Kansas City All	3921	75.6	89.2	103.2	78.6	93.9	110.4
Warehouse Manager--Regional	Kansas City All	9555	115.2	136	149.5	124.6	147.4	180.6
Warehouse Manager--Stockroom	Kansas City All	2225	70.6	83.8	102.5	71.3	86.9	112.5
Warranty Manager	Kansas City All	10613	92.9	100.2	113.3	99.9	112.1	125.1
Waste Management Manager	Kansas City All	3942	82.9	108.5	134.3	84	109.1	139.1
Workers' Compensation Manager	Kansas City All	2958	88.5	103.1	116.7	91.8	108.1	127
Workforce Analysis Manager	Kansas City All	5806	123.4	133.9	158.4	144.8	152.6	181.3