

# VRS Salary Scales

## 2017-2018 Administrative Positions

Grade	MIN	MID	MAX
1	\$24,355	\$38,011	\$51,667
2	\$28,384	\$43,570	\$58,757
3	\$31,221	\$47,487	\$63,752
4	\$34,344	\$51,796	\$69,247
5	\$37,778	\$56,535	\$75,291
6	\$41,556	\$61,748	\$81,940
7	\$46,959	\$69,203	\$91,448
8	\$51,655	\$75,683	\$99,712
9	\$56,820	\$82,812	\$108,804
10	\$62,501	\$90,653	\$118,804
11	\$68,751	\$99,278	\$129,805
12	\$75,627	\$108,766	\$141,904
13	\$83,189	\$119,202	\$155,215
14	\$91,508	\$130,682	\$169,856
15	\$100,659	\$143,310	\$185,962
16	\$110,725	\$157,201	\$203,678
17	\$121,798	\$172,481	\$223,165

## 2017-2018 Information Technology Positions

Grade	MIN	MID	MAX
T1	\$34,397	\$51,845	\$69,292
T2	\$37,836	\$56,588	\$75,341
T3	\$41,620	\$61,808	\$81,995
T4	\$45,781	\$67,548	\$89,315
T5	\$50,360	\$73,862	\$97,365
T6	\$55,396	\$80,809	\$106,222
T7	\$60,936	\$88,450	\$115,964
T8	\$67,029	\$96,855	\$126,680
T9	\$73,733	\$106,100	\$138,468
T10	\$81,105	\$116,270	\$151,434
T11	\$89,217	\$127,457	\$165,697
T12	\$98,138	\$139,763	\$181,387
T13	\$107,951	\$153,299	\$198,646

**Investment Operations and Administration Staff Pay Plan, Effective July 1, 2016**

<b>Grade</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
<b>1</b>	\$34,615	\$43,268	\$51,922
<b>2</b>	\$39,560	\$49,450	\$59,340
<b>3</b>	\$43,680	\$54,601	\$65,521
<b>4</b>	\$51,922	\$64,903	\$77,883
<b>5</b>	\$58,515	\$73,144	\$87,773
<b>6</b>	\$65,933	\$82,416	\$98,899
<b>7</b>	\$74,174	\$92,718	\$111,262
<b>8</b>	\$83,240	\$104,050	\$124,860
<b>9</b>	\$93,954	\$117,443	\$140,931
<b>10</b>	\$105,492	\$131,866	\$158,239
<b>11</b>	\$118,679	\$148,349	\$178,019
<b>12</b>	\$133,514	\$166,892	\$200,271

**Investment Professionals' Pay Program, Effective July 1, 2016 (in thousands)**

<b>Position</b>	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
<b>Chief Investment Officer</b>	\$311	\$389	\$466
<b>Deputy Chief Investment Officer</b>	256	320	384
<b>Managing Director</b>	248	310	372
<b>Program Director</b>	202	252	302
<b>Senior Portfolio Manager</b>	192	240	288
<b>Director - Strategy, Research or Risk</b>	176	220	264
<b>Portfolio Manager</b>	160	200	239
<b>Risk Manager, Research Manager or Research Manager – Investment Decision Support</b>	143	179	214
<b>Senior Investment Officer (SIO)</b>	118	147	176
<b>Investment Officer</b>	88	110	132
<b>Senior Investment Analyst</b>	71	89	107
<b>Investment Analyst</b>	58	73	87