

**Management Compensation Review
Salary Bands**

Effective July 3, 2011

By Quartiles, with the Market Minimum:

Grade	MGL Min	Mkt Min	1st Quartile	2nd Quartile		3rd Quartile		4th Quartile	
M-I	\$27,848.60	\$35,974.80	\$43,192.44	\$43,192.44	\$50,410.08	\$50,410.08	\$57,627.72	\$57,627.72	\$64,845.37
M-II	\$30,285.84	\$39,123.22	\$47,055.86	\$47,055.86	\$54,988.50	\$54,988.50	\$62,921.14	\$62,921.14	\$70,853.79
M-III	\$32,685.64	\$42,223.28	\$50,796.14	\$50,796.14	\$59,369.00	\$59,369.00	\$67,941.86	\$67,941.86	\$76,514.73
M-IV	\$35,247.68	\$45,532.92	\$54,844.46	\$54,844.46	\$64,156.00	\$64,156.00	\$73,467.54	\$73,467.54	\$82,779.09
M-V	\$38,067.12	\$49,175.07	\$59,271.37	\$59,271.37	\$69,367.67	\$69,367.67	\$79,463.97	\$79,463.97	\$89,560.28
M-VI	\$41,017.08	\$52,985.82	\$63,875.17	\$63,875.17	\$74,764.52	\$74,764.52	\$85,653.87	\$85,653.87	\$96,543.23
M-VII	\$44,590.00	\$57,601.32	\$69,523.24	\$69,523.24	\$81,445.17	\$81,445.17	\$93,367.10	\$93,367.10	\$105,289.03
M-VIII	\$48,478.04	\$62,623.89	\$75,676.20	\$75,676.20	\$88,728.51	\$88,728.51	\$100,002.13	\$100,002.13	\$114,833.13
M-IX	\$52,700.44	\$68,078.38	\$82,369.95	\$82,369.95	\$96,661.52	\$96,661.52	\$110,953.09	\$110,953.09	\$125,244.66
M-X	\$57,285.28	\$74,001.07	\$89,654.12	\$89,654.12	\$105,307.17	\$105,307.17	\$120,960.22	\$120,960.22	\$136,613.27
M-XI	\$60,722.48	\$78,441.24	\$95,034.64	\$95,034.64	\$111,628.04	\$111,628.04	\$128,221.44	\$128,221.44	\$144,814.84
M-XII	\$64,365.60	\$83,147.42	\$100,734.69	\$100,734.69	\$118,321.96	\$118,321.96	\$135,909.23	\$135,909.23	\$153,496.51