

Definitions:

Level 1 - Has basic knowledge or limited experience.

Level II - Has intermediate practical application skills.

Level III - Has advanced to expert skills in application and recognition of solutions.

Category I Administrative Support	Title	Level I, II & III	Not to Exceed Hourly Pricing
Total Rewards			
	Compensation Analyst	Level I	73
	Compensation Manager	Level II	100
	Compensation and Benefits Manager	Level III	118
	Benefits Specialist	Level I	58
	Benefits Administrator	Level II	66
	Total Rewards Director	Level III	130
	Benefits Manager	Level III	83
Legal			
	Legal Clerk	Level I	44
	Litigation Specialist	Level II	51
	Legal Assistant	Level II	50
	Paralegal	Level III	55
Human Resources			
	HR Assistant	Level I	37
	HR Coordinator	Level II	47
	HR Generalist	Level III	62
	HRIS Analyst	Level II	79
	HRIS Manager	Level III	135
	HR Consultant	Level I	85
	HR Manager	Level II	95
	HR Business Partner	Level III	96
	Employee Relations Manager	Level I	88
	HR Director	Level II	139
	VP of HR	Level III	157

Organizational Development			
	Organizational Development Specialist	Level I	68
	Organizational Development Manager	Level II	110
	Training Manager	Level II	84
	DEI and Social Impact Consultant	Level II	65
	Learning and Development Manager	Level III	120
Talent Acquisition			
	Recruitment Director	Level III	132
	Talent Acquisition Director	Level III	128
	Executive Recruiter	Level II	72
	Recruiting Coordinator	Level I	44
	Recruiter	Level II	59
	Talent Acquisition Specialist	Level III	60
Administrative			
	Contracts Administrator	Level III	80
	Executive Assistant	Level III	69
	Sales Administrator	Level II	59
	Meeting Planner	Level I	51
	Sales Assistant	Level II	46
	Marketing Coordinator	Level I	45
	Project Administrative Assistant	Level I	42
	Administrative Assistant	Level I	41
Facilities Support			
	Safety Coordinator/EHS	Level III	77
	Facilities Manager	Level III	81
	Office Manager	Level II	76
	Facilities Coordinator	Level II	67
	Delivery & Mail Sorter	Level I	38
	Office Clerk	Level I	35
	Receptionist	Level I	28

Customer Service			
	Customer Service Manager	Level III	55
	Customer Service Representative	Level I	39