

**University of Houston-Victoria
Administrative & Professional Pay Plan
Fiscal Year 10**

PAY GRADE	MIN		20%		40%		60%		80%		MAX	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
8	4,808.33	57,700	5,533.33	66,400	6,250.00	75,000	6,975.00	83,700	7,691.67	92,300	8,416.67	101,000
Sr Dir, Information Technology Sr Dir, Libraries Sr Dir, Student & Academic Svcs												
7	4,291.67	51,500	4,933.33	59,200	5,583.33	67,000	6,225.00	74,700	6,866.67	82,400	7,508.33	90,100
Comptroller Dir, Budget Dir, Business Svcs Dir, Facilities Dir, Human Resources/AA Dir, Marketing Dir, LEAD Student Recruitment												
6	3,833.33	46,000	4,408.33	52,900	4,983.33	59,800	5,558.33	66,700	6,133.33	73,600	6,708.33	80,500
Dir, Financial Aid Dir, Institutional Research Dir, SBDC Mgr, Network Planning & Dev Registrar Systems Administrator												
5	3,425.00	41,100	3,941.67	47,300	4,450.00	53,400	4,966.67	59,600	5,483.33	65,800	5,991.67	71,900
Assoc Dir, SBDC Bursar Development Officer/Athletic Dir Mgr, Academic & Career Svcs Dir, Annual Giving Dir, Int'l Programs & Special Projects Dir, Services, School of Bus Mgr, Accounts Payable Mgr, Payroll/Benefits Dir, Stewardship & Planned Giving Mgr, Student Svcs Mgr, Web Svcs User Svcs Administrator												
4	3,058.33	36,700	3,425.00	41,100	3,791.67	45,500	4,158.33	49,900	4,525.00	54,300	4,891.67	58,700
Apps Programmer/Database Analyst Apps Programmer/Developer Asst Registrar Head Public Svcs Librarian Head Technical Svcs Librarian HRMS Administrator Instructional Designer LAN Administrator Sr Coord, Academic Ctr Mgr, Communications Mgr, Creative Svcs Sr Accountant Mgr, Student Recruitment & Marketing Mgr, Web Projects Research Administrator												
3	2,733.33	32,800	3,058.33	36,700	3,391.67	40,700	3,716.67	44,600	4,041.67	48,500	4,375.00	52,500
Accountant Budget Analyst Coord, Athletics Coord, Constituent Relations Coord, Financial Aid Coord, Int'l Students Coord, Records Coord, Student Financial Svcs Coord, Training & Cont Educ Exec Admin Asst Librarian, Access Svcs Librarian, Catalog Librarian, Special Collections Librarian, Web Svcs Mgr, Acad User Svcs Mgr, Building Maintenance Mgr, Safety & Risk PeopleSoft Functional Analyst Purchasing Agent Sr Business Advisor Sr Coord, Student Recruitment Sr Coord, Student Svcs Coord, Sr LEAD Sr Prog Coord, LEAD-Development Systems Analyst Telecom Analyst Web Developer												
2	2,441.67	29,300	2,733.33	32,800	3,025.00	36,300	3,316.67	39,800	3,616.67	43,400	3,908.33	46,900
Alumni Rels/Development Spec Assistant Editor Business Advisor Certification Analyst Communications Spec Coord, Career Svcs Coord, Int'l Student Svcs Coord, Marketing/Recruitment Coord, PeopleSoft Training Coord, SBDC Training Coord, Special Events Coord, Student Recruitment Coord, Student Svcs Coord, Testing Coord, Title V/UHV Connections Coord, Student Recruit-Nursing Financial Aid Spec Graphic Designer Multimedia Spec Systems Specialist Prog Coord, LEAD-High School Sr Admin Asst Student Svcs Generalist												
1	2,183.33	26,200	2,441.67	29,300	2,708.33	32,500	2,966.67	35,600	3,233.33	38,800	3,491.67	41,900
Accounts Payable Spec Admin Asst Advising Spec Business Svcs Spec Purchasing Spec Grant Facilitator Int'l Student Spec												