SAMPLE PAY GRADE

	1	2	3	4	5	6	7	8
Job title	**Current pay rate**	**Survey median pay rate**	**Current v survey median**	**Pay grade minimum**	**Pay grade midpoint**	**Pay grade maximum**	**Compa-ratio**	**Pay range spread**
Donor Relations Associate	$56,000	$59,124	94.7%	$47,200	$59,000	$70,800	94.9%	50.0%

1 - This is the incumbent employee's current annual salary.

2 - The median, or 50th percentile, survey rate indicates the market rate for the position.

3 - This is simply the ratio between the incumbent pay rate and the market rate. If the ratio is between 90.0% and 110.0% it is deemed 'at market'.

4 - Pay range minimum is derived from the midpoint.

5 - The midpoint is derived from the market median rate. It was rounded to simplify it.

6 - Pay range maximum is derived from the midpoint.

7 - The compa-ratio expresses the incumbent's pay as a percentage of the pay range midpoint, which serves as the market benchmark.

8 - Pay range spread is the difference between the maximum and minimum.