

IAPE Non-IT Job Tiers and Scales Effective July 1, 2016 - June 30, 2017

updated 12.29.16 (vers. 1.1)

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
1A	Circulation Clerk	19,240	20,176	21,164	21,996		
	Circulation Field Rep	19,240	20,176	21,164	21,996		
	intern	19,240	20,176	21,164	21,996		
	Specialist, GREF, Mailroom	19,240	20,176	21,164	21,996		
1	Account Services Rep	24,908	26,104	28,184	30,472		
	Clerk	24,908	26,104	28,184	30,472		
	Customer Service Administrator	24,908	26,104	28,184	30,472		
	Office Assistant	24,908	26,104	28,184	30,472		
	Receptionist	24,908	26,104	28,184	30,472		
	Retail Checker	24,908	26,104	28,184	30,472		
2	Class Mktg Asst	33,748	35,516	38,272	41,392		
	Clerk Senior	33,748	35,516	38,272	41,392		
	Comp Equip Operator/Print Plnt	33,748	35,516	38,272	41,392		
	Interactive News Indexer	33,748	35,516	38,272	41,392		
	News Asst I	33,748	35,516	38,272	41,392		
	Printing Plant Assistant	33,748	35,516	38,272	41,392		
	Rotation Associate	33,748	35,516	38,272	41,392		
	Secretary	33,748	35,516	38,272	41,392		
	Specialist, GREF, Maintenance	33,748	35,516	38,272	41,392		
	Staff Assistant I	33,748	35,516	38,272	41,392		
	System Support Operator	33,748	35,516	38,272	41,392		
3	Advertising Processing Assoc	36,400	38,168	41,288	44,512		
	Advertising Coordinator	36,400	38,168	41,288	44,512		
	Advertising Customer Svc Assoc	36,400	38,168	41,288	44,512		
	Business Analyst I	36,400	38,168	41,288	44,512		
	Class Adv Sls Acct Coord	36,400	38,168	41,288	44,512		
	Credit Representative	36,400	38,168	41,288	44,512		
	Customer Service Associate	36,400	38,168	41,288	44,512		
	Cust Service Exec	36,400	38,168	41,288	44,512		
	Data Base Editorial Assistant	36,400	38,168	41,288	44,512		
	Events Coordinator	36,400	38,168	41,288	44,512		
	Interactive News Assistant	36,400	38,168	41,288	44,512		
	Marketing Coordinator	36,400	38,168	41,288	44,512		
	News Asst II	36,400	38,168	41,288	44,512		
	Regional Sales Coordinator	36,400	38,168	41,288	44,512		
	Sales Coordinator	36,400	38,168	41,288	44,512		
	Service Performance Analyst	36,400	38,168	41,288	44,512		
	Service Team Specialist	36,400	38,168	41,288	44,512		
4	Adv Processing Assoc, Sr	39,572	41,548	44,876	48,412		
	Adv Q/A Associate	39,572	41,548	44,876	48,412		
	Adv Svcs Bureau Associate	39,572	41,548	44,876	48,412		
	Business Analyst II	39,572	41,548	44,876	48,412		
	Buyer	39,572	41,548	44,876	48,412		
	Class Adv Sls Acct Coord, Sr	39,572	41,548	44,876	48,412		
	Class Telemarketing Sales Rep	39,572	41,548	44,876	48,412		
	Customer Service Associate, Senior	39,572	41,548	44,876	48,412		
	Customer Service Executive, Senior	39,572	41,548	44,876	48,412		

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Data Integrity Analyst	39,572	41,548	44,876	48,412		
	Graphic Artist Assistant	39,572	41,548	44,876	48,412		
	Inside Sales Rep	39,572	41,548	44,876	48,412		
	Interactive Production Artist	39,572	41,548	44,876	48,412		
	Marketing Associate	39,572	41,548	44,876	48,412		
	Product Specialist	39,572	41,548	44,876	48,412		
	Product Testing Analyst	39,572	41,548	44,876	48,412		
	Production Coordinator	39,572	41,548	44,876	48,412		
	Reporting Assistant	39,572	41,548	44,876	48,412		
	Research Editor	39,572	41,548	44,876	48,412		
5	Account Specialist	42,692	44,876	48,412	52,312		
	Adv Q/A Assoc,Sr	42,692	44,876	48,412	52,312		
	Analyst, GFO, AP	42,692	44,876	48,412	52,312		
	Analyst, GFO, AR	42,692	44,876	48,412	52,312		
	Analyst, GFO, Billing	42,692	44,876	48,412	52,312		
	Analyst, GFO, Collections	42,692	44,876	48,412	52,312		
	Analyst, GFO, Dispute	42,692	44,876	48,412	52,312		
	Analyst, GFO, Incentives	42,692	44,876	48,412	52,312		
	Analyst, GFO, Internal Controls/Compliance	42,692	44,876	48,412	52,312		
	Analyst, GFO, Metrics	42,692	44,876	48,412	52,312		
	Analyst, GFO, Order Processing	42,692	44,876	48,412	52,312		
	Analyst, GFO, Payroll	42,692	44,876	48,412	52,312		
	Analyst, GFO, Purchasing	42,692	44,876	48,412	52,312		
	Analyst, GFO, Travel Services	42,692	44,876	48,412	52,312		
	Analyst, GFO, Treasury	42,692	44,876	48,412	52,312		
	Classified Advertising Sales Rep	42,692	44,876	48,412	52,312		
	Content Autocoding Specialist	42,692	44,876	48,412	52,312		
	Content Ops Specialist	42,692	44,876	48,412	52,312		
	Content Quality Analyst	42,692	44,876	48,412	52,312		
	Copy Reader, Regional	42,692	44,876	48,412	52,312		
	Customer Development Executive	42,692	44,876	48,412	52,312		
	Customer Value Executive	42,692	44,876	48,412	52,312		
	Data Base Statistician	42,692	44,876	48,412	52,312		
	Database Marketing Spec	42,692	44,876	48,412	52,312		
	Dispute Management Specialist	42,692	44,876	48,412	52,312		
	Graphic Artist	42,692	44,876	48,412	52,312	55,484	
	Interactive News Indexer, Sr	42,692	44,876	48,412	52,312	55,484	58,760
	Market Research Analyst	42,692	44,876	48,412	52,312		
	Marketing Coordinator, Senior	42,692	44,876	48,412	52,312		
	Pagination Coordinator	42,692	44,876	48,412	52,312		
	Pre-Press Coordinator	42,692	44,876	48,412	52,312		
	Sales Associate	42,692	44,876	48,412	52,312		
	Sales Planner	42,692	44,876	48,412	52,312		
	Staff Assistant II	42,692	44,876	48,412	52,312		
	Symbology And Coding Analyst	42,692	44,876	48,412	52,312		
	Yield Analyst	42,692	44,876	48,412	52,312		
6	Account Executive	49,764	52,312	56,524	61,048		
	Account Manager - Direct Sales	49,764	52,312	56,524	61,048		
	Analyst, FMA, Accounting, Sr.	49,764	52,312	56,524	61,048		
	Analyst, FMA, MIG, Sr.	49,764	52,312	56,524	61,048		

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Analyst, GFO, Billing, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Billing Services, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Collections, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Incentives, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Internal Controls/Compliance, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Payroll, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Partner Support, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Purchasing, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Royalties, Sr.	49,764	52,312	56,524	61,048		
	Analyst, GFO, Treasury, Sr.	49,764	52,312	56,524	61,048		
	Campaign Performance Analyst	49,764	52,312	56,524	61,048		
	Circulation Sales Rep	49,764	52,312	56,524	61,048		
	Classified Advertising Sales Rep, Sr.	49,764	52,312	56,524	61,048		
	Content Analyst	49,764	52,312	56,524	61,048		
	Content Information Specialist	49,764	52,312	56,524	61,048		
	Content Licensing Specialist	49,764	52,312	56,524	61,048		
	Copy Reader National	49,764	52,312	56,524	61,048	65,052	69,004
	Data Base Statistician, Senior	49,764	52,312	56,524	61,048		
	Data Integrity Analyst, Senior	49,764	52,312	56,524	61,048		
	Editor, Multimedia	49,764	52,312	56,524	61,048	65,052	69,004
	Global Layout Coordinator	49,764	52,312	56,524	61,048		
	Graphic Illustrator	49,764	52,312	56,524	61,048	65,052	69,004
	Information Graphics Artist	49,764	52,312	56,524	61,048		
	Integrated Marketing Specialist	49,764	52,312	56,524	61,048		
	Interactive News Reader	49,764	52,312	56,524	61,048	65,052	69,004
	New Business Sales Executive	49,764	52,312	56,524	61,048		
	Photoshop Specialist	49,764	52,312	56,524	61,048		
	Product Testing Analyst, Sr	49,764	52,312	56,524	61,048		
	Relationship Manager	49,764	52,312	56,524	61,048		
	Reporter/Tape Editor	49,764	52,312	56,524	61,048	65,052	69,004
	Research Specialist	49,764	52,312	56,524	61,048		
	Sales Executive	49,764	52,312	56,524	61,048		
	Senior Buyer	49,764	52,312	56,524	61,048		
	Symbology And Coding Analyst, Senior	49,764	52,312	56,524	61,048		
7	Account Executive -- Digital	52,728	55,380	59,800	64,584		
	Account Executive -- Print	52,728	55,380	59,800	64,584		
	Account Development Executive	52,728	55,380	59,800	64,584		
	Graphic Designer	52,728	55,380	59,800	64,584	69,160	
	Information Graphics Designer	52,728	55,380	59,800	64,584		
	Interactive Designer	52,728	55,380	59,800	64,584		
	Knowledge Base Specialist	52,728	55,380	59,800	64,584		
	Market Data Analyst	52,728	55,380	59,800	64,584		
	Multimedia Producer	52,728	55,380	59,800	64,584		
	Pagination Coordinator, Sr	52,728	55,380	59,800	64,584		
	Technical Analyst	52,728	55,380	59,800	64,584		
	Translation Editor	52,728	55,380	59,800	64,584		
	Video Journalist	52,728	55,380	59,800	64,584		
8	Copy Editor	62,400	65,468	68,744	72,228		
	Editions Coordinator	62,400	65,468	68,744	72,228		
	Graphic Coord	62,400	65,468	68,744	72,228	75,764	

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Information Graphics Coord	62,400	65,468	68,744	72,228		
	Interactive News Writer	62,400	65,468	68,744	72,228	75,764	
	Market Data Symbology And Coding Analyst	62,400	65,468	68,744	72,228		
	Media Consultant	62,400	65,468	68,744	72,228		
	Newscaster/ Prod Assoc-Podcast	62,400	65,468	68,744	72,228		
	Product Development Specialist	62,400	65,468	68,744	72,228		
	Product Testing Analyst, Lead	62,400	65,468	68,744	72,228		
	User Experience Architect, Senior	62,400	65,468	68,744	72,228		
	User Experience Designer	62,400	65,468	68,744	72,228		
	Video Journalist, Sr.	62,400	65,468	68,744	72,228		
	Web Developer	62,400	65,468	68,744	72,228		
9	Design Technologist	75,920	79,716	83,772	87,932		
	Global Accounts Executive	75,920	79,716	83,772	87,932		
	Interactive Designer, Senior	75,920	79,716	83,772	87,932		
	Newscaster/ Prod Assoc- M Show	75,920	79,716	83,772	87,932		
	Newscaster/Writer	75,920	79,716	83,772	87,932		
	Radio Correspondent	75,920	79,716	83,772	87,932		
	Relationship Manager, Senior	75,920	79,716	83,772	87,932		
	Sales Executive, Senior	75,920	79,716	83,772	87,932		
	Sales Specialist	75,920	79,716	83,772	87,932		
	Solution Architect	75,920	79,716	83,772	87,932		
	Sr. User Experience Designer	75,920	79,716	83,772	87,932		
	Special Writer	75,920	79,716	83,772	87,932		
	Special Writer/ News Desk	75,920	79,716	83,772	87,932		
	Staff Writer - Barron's	75,920	79,716	83,772	87,932		
10	Business Devt Specialist	89,648	94,172	98,904	103,844		
	Sales Engr	89,648	94,172	98,904	103,844		
	Sales Specialist, Senior	89,648	94,172	98,904	103,844		
	Special Writer, Senior	89,648	94,172	98,904	103,844		
Reporter	Reporter	52,728	55,536	60,580	63,648	67,652	72,228

* E and F scales apply only to the job titles listed with those scale steps

Effective July 1, 2016 - IT IAPE Scales				
Tier	Title	A (annual)	B (annual)	C (annual)
1A	Computer Operator	33,436	35,984	38,376
	Data Center Specialist	33,436	35,984	38,376
1	Application Programmer	42,172	44,564	47,112
	Asset Management Analyst	42,172	44,564	47,112
	Business Analyst	42,172	44,564	47,112
	Computer Operator, Senior	42,172	44,564	47,112
	Customer Service Analyst	42,172	44,564	47,112
	Data Warehouse Analyst	42,172	44,564	47,112
	Desktop Systems Analyst	42,172	44,564	47,112
	Network Operator	42,172	44,564	47,112
	Quality Assurance Analyst	42,172	44,564	47,112
	Service Desk Analyst	42,172	44,564	47,112
	Systems Support Analyst	42,172	44,564	47,112

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Systems Technician	42,172	44,564	47,112			
	Technical Support Analyst	42,172	44,564	47,112			
2	Application Analyst	51,064	54,080	57,200			
	Application Developer	51,064	54,080	57,200			
	Business Designer	51,064	54,080	57,200			
	Customer Service Specialist	51,064	54,080	57,200			
	Data Warehouse Designer	51,064	54,080	57,200			
	Database Administrator	51,064	54,080	57,200			
	DevOps Engineer	51,064	54,080	57,200			
	Disaster Recovery Engineer	51,064	54,080	57,200			
	Network Analyst	51,064	54,080	57,200			
	Network Engineer	51,064	54,080	57,200			
	Operation Analyst	51,064	54,080	57,200			
	Project Administrator	51,064	54,080	57,200			
	Quality Assurance Designer	51,064	54,080	57,200			
	Service Desk Analyst, Senior	51,064	54,080	57,200			
	Systems Administrator	51,064	54,080	57,200			
	Systems Programmer	51,064	54,080	57,200			
	Systems Support Specialist	51,064	54,080	57,200			
	Technical Designer	51,064	54,080	57,200			
	Tech Support Analyst, Sr.	51,064	54,080	57,200			
	Technical Trainer	51,064	54,080	57,200			
	Technical Writer	51,064	54,080	57,200			
3	Application Development Consultant	66,716	70,460	74,412			
	Business Consultant	66,716	70,460	74,412			
	Customer Service Consultant	66,716	70,460	74,412			
	Data Warehouse Consultant	66,716	70,460	74,412			
	Database Administration Consultant	66,716	70,460	74,412			
	DevOps Engineer, Senior	66,716	70,460	74,412			
	Disaster Recovery Consultant	66,716	70,460	74,412			
	Network Analyst, Senior	66,716	70,460	74,412			
	Network Engineer Senior	66,716	70,460	74,412			
	Operations Analyst, Senior	66,716	70,460	74,412			
	Project Coordinator	66,716	70,460	74,412			
	Quality Assurance Consultant	66,716	70,460	74,412			
	Solutions Engineer, Senior	66,716	70,460	74,412			
	Systems Administration Consultant	66,716	70,460	74,412			
	Systems Programmer, Senior	66,716	70,460	74,412			
	Systems Support Specialist, Senior	66,716	70,460	74,412			
	Technical Consultant	66,716	70,460	74,412			
	Technical Design Consultant	66,716	70,460	74,412			
4	Application Architect	80,756	85,488	90,116			
	Customer Service Architect	80,756	85,488	90,116			
	Information Architect	80,756	85,488	90,116			
	Network Engineering Architect	80,756	85,488	90,116			
	Network Operations Architect	80,756	85,488	90,116			
	Solutions Engineer, Lead	80,756	85,488	90,116			
	Technical Architect	80,756	85,488	90,116			