

**IAPE Non-IT Job Tiers and Scales Effective July 1, 2017 - June 30, 2018**

updated 11.07.17 (vers. 1.1)

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
<b>1A</b>	Circulation Clerk	19,448	20,384	21,372	22,204		
	Circulation Field Rep	19,448	20,384	21,372	22,204		
	intern	19,448	20,384	21,372	22,204		
	Specialist, GREF, Mailroom	19,448	20,384	21,372	22,204		
<b>1</b>	Account Services Rep	25,168	26,364	28,444	30,784		
	Clerk	25,168	26,364	28,444	30,784		
	Customer Service Administrator	25,168	26,364	28,444	30,784		
	Office Assistant	25,168	26,364	28,444	30,784		
	Receptionist	25,168	26,364	28,444	30,784		
	Retail Checker	25,168	26,364	28,444	30,784		
<b>2</b>	Class Mktg Asst	34,060	35,880	38,636	41,808		
	Clerk Senior	34,060	35,880	38,636	41,808		
	Comp Equip Operator/Print Plnt	34,060	35,880	38,636	41,808		
	Interactive News Indexer	34,060	35,880	38,636	41,808		
	News Asst I	34,060	35,880	38,636	41,808		
	Printing Plant Assistant	34,060	35,880	38,636	41,808		
	Rotation Associate	34,060	35,880	38,636	41,808		
	Secretary	34,060	35,880	38,636	41,808		
	Specialist, GREF, Maintenance	34,060	35,880	38,636	41,808		
	Staff Assistant I	34,060	35,880	38,636	41,808		
	System Support Operator	34,060	35,880	38,636	41,808		
<b>3</b>	Advertising Processing Assoc	36,764	38,532	41,704	44,980		
	Advertising Coordinator	36,764	38,532	41,704	44,980		
	Advertising Customer Svc Assoc	36,764	38,532	41,704	44,980		
	Business Analyst I	36,764	38,532	41,704	44,980		
	Channel Coordinator	36,764	38,532	41,704	44,980		
	Class Adv Sls Acct Coord	36,764	38,532	41,704	44,980		
	Credit Representative	36,764	38,532	41,704	44,980		
	Customer Service Associate	36,764	38,532	41,704	44,980		
	Cust Service Exec	36,764	38,532	41,704	44,980		
	Data Base Editorial Assistant	36,764	38,532	41,704	44,980		
	Events Coordinator	36,764	38,532	41,704	44,980		
	Interactive News Assistant	36,764	38,532	41,704	44,980		
	Marketing Coordinator	36,764	38,532	41,704	44,980		
	News Asst II	36,764	38,532	41,704	44,980		
	Regional Sales Coordinator	36,764	38,532	41,704	44,980		
	Sales Coordinator	36,764	38,532	41,704	44,980		
	Service Performance Analyst	36,764	38,532	41,704	44,980		
Service Team Specialist	36,764	38,532	41,704	44,980			
<b>4</b>	Adv Processing Assoc, Sr	39,988	41,964	45,344	48,880		
	Adv Q/A Associate	39,988	41,964	45,344	48,880		
	Adv Svcs Bureau Associate	39,988	41,964	45,344	48,880		
	Business Analyst II	39,988	41,964	45,344	48,880		
	Buyer	39,988	41,964	45,344	48,880		
	Class Adv Sls Acct Coord, Sr	39,988	41,964	45,344	48,880		
	Class Telemarketing Sales Rep	39,988	41,964	45,344	48,880		
	Customer Service Associate, Senior	39,988	41,964	45,344	48,880		
	Customer Service Executive, Senior	39,988	41,964	45,344	48,880		

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Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Data Integrity Analyst	39,988	41,964	45,344	48,880		
	Graphic Artist Assistant	39,988	41,964	45,344	48,880		
	Inside Sales Rep	39,988	41,964	45,344	48,880		
	Interactive Production Artist	39,988	41,964	45,344	48,880		
	Marketing Associate	39,988	41,964	45,344	48,880		
	Product Specialist	39,988	41,964	45,344	48,880		
	Product Testing Analyst	39,988	41,964	45,344	48,880		
	Production Coordinator	39,988	41,964	45,344	48,880		
	Reporting Assistant	39,988	41,964	45,344	48,880		
	Research Editor	39,988	41,964	45,344	48,880		
<b>5</b>	Account Specialist	43,108	45,344	48,880	52,832		
	Adv Q/A Assoc,Sr	43,108	45,344	48,880	52,832		
	Analyst, GFO, AP	43,108	45,344	48,880	52,832		
	Analyst, GFO, AR	43,108	45,344	48,880	52,832		
	Analyst, GFO, Billing	43,108	45,344	48,880	52,832		
	Analyst, GFO, Collections	43,108	45,344	48,880	52,832		
	Analyst, GFO, Dispute	43,108	45,344	48,880	52,832		
	Analyst, GFO, Incentives	43,108	45,344	48,880	52,832		
	Analyst, GFO, Internal Controls/Compliance	43,108	45,344	48,880	52,832		
	Analyst, GFO, Metrics	43,108	45,344	48,880	52,832		
	Analyst, GFO, Order Processing	43,108	45,344	48,880	52,832		
	Analyst, GFO, Payroll	43,108	45,344	48,880	52,832		
	Analyst, GFO, Purchasing	43,108	45,344	48,880	52,832		
	Analyst, GFO, Travel Services	43,108	45,344	48,880	52,832		
	Analyst, GFO, Treasury	43,108	45,344	48,880	52,832		
	Classified Advertising Sales Rep	43,108	45,344	48,880	52,832		
	Content Autocoding Specialist	43,108	45,344	48,880	52,832		
	Content Ops Specialist	43,108	45,344	48,880	52,832		
	Content Quality Analyst	43,108	45,344	48,880	52,832		
	Copy Reader, Regional	43,108	45,344	48,880	52,832		
	Customer Development Executive	43,108	45,344	48,880	52,832		
	Customer Value Executive	43,108	45,344	48,880	52,832		
	Data Base Statistician	43,108	45,344	48,880	52,832		
	Database Marketing Spec	43,108	45,344	48,880	52,832		
	Dispute Management Specialist	43,108	45,344	48,880	52,832		
	Graphic Artist	43,108	45,344	48,880	52,832	56,056	
	Interactive News Indexer, Sr	43,108	45,344	48,880	52,832	56,056	59,332
	Market Research Analyst	43,108	45,344	48,880	52,832		
	Marketing Coordinator, Senior	43,108	45,344	48,880	52,832		
	Pagination Coordinator	43,108	45,344	48,880	52,832		
	Pre-Press Coordinator	43,108	45,344	48,880	52,832		
	Sales Associate	43,108	45,344	48,880	52,832		
	Sales Planner	43,108	45,344	48,880	52,832		
	Staff Assistant II	43,108	45,344	48,880	52,832		
	Symbology And Coding Analyst	43,108	45,344	48,880	52,832		
	Yield Analyst	43,108	45,344	48,880	52,832		
<b>6</b>	Account Executive	50,284	52,832	57,096	61,672		
	Account Manager - Direct Sales	50,284	52,832	57,096	61,672		
	Analyst, FMA, Accounting, Sr.	50,284	52,832	57,096	61,672		
	Analyst, FMA, MIG, Sr.	50,284	52,832	57,096	61,672		

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Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Analyst, GFO, Billing, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Billing Services, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Collections, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Incentives, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Internal Controls/Compliance, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Payroll, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Partner Support, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Purchasing, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Royalties, Sr.	50,284	52,832	57,096	61,672		
	Analyst, GFO, Treasury, Sr.	50,284	52,832	57,096	61,672		
	Audience Development Analyst	50,284	52,832	57,096	61,672		
	Campaign Performance Analyst	50,284	52,832	57,096	61,672		
	Circulation Sales Rep	50,284	52,832	57,096	61,672		
	Classified Advertising Sales Rep, Sr.	50,284	52,832	57,096	61,672		
	Content Analyst	50,284	52,832	57,096	61,672		
	Content Information Specialist	50,284	52,832	57,096	61,672		
	Content Licensing Specialist	50,284	52,832	57,096	61,672		
	Copy Reader National	50,284	52,832	57,096	61,672	65,728	69,680
	Data Base Statistician, Senior	50,284	52,832	57,096	61,672		
	Data Integrity Analyst, Senior	50,284	52,832	57,096	61,672		
	Editor, Multimedia	50,284	52,832	57,096	61,672	65,728	69,680
	Global Layout Coordinator	50,284	52,832	57,096	61,672		
	Graphic Illustrator	50,284	52,832	57,096	61,672	65,728	69,680
	Information Graphics Artist	50,284	52,832	57,096	61,672		
	Integrated Marketing Specialist	50,284	52,832	57,096	61,672		
	Interactive News Reader	50,284	52,832	57,096	61,672	65,728	69,680
	New Business Sales Executive	50,284	52,832	57,096	61,672		
	Photoshop Specialist	50,284	52,832	57,096	61,672		
	Product Testing Analyst, Sr	50,284	52,832	57,096	61,672		
	Relationship Manager	50,284	52,832	57,096	61,672		
	Reporter/Tape Editor	50,284	52,832	57,096	61,672	65,728	69,680
	Research Specialist	50,284	52,832	57,096	61,672		
	Sales Executive	50,284	52,832	57,096	61,672		
	Senior Buyer	50,284	52,832	57,096	61,672		
	Symbology And Coding Analyst, Senior	50,284	52,832	57,096	61,672		
<b>7</b>	Account Executive -- Digital	53,248	55,952	60,424	65,208		
	Account Executive -- Print	53,248	55,952	60,424	65,208		
	Account Development Executive	53,248	55,952	60,424	65,208		
	Graphic Designer	53,248	55,952	60,424	65,208	69,836	
	Information Graphics Designer	53,248	55,952	60,424	65,208		
	Interactive Designer	53,248	55,952	60,424	65,208		
	Knowledge Base Specialist	53,248	55,952	60,424	65,208		
	Market Data Analyst	53,248	55,952	60,424	65,208		
	Multimedia Producer	53,248	55,952	60,424	65,208		
	Pagination Coordinator, Sr	53,248	55,952	60,424	65,208		
	Technical Analyst	53,248	55,952	60,424	65,208		
	Translation Editor	53,248	55,952	60,424	65,208		
	Video Journalist	53,248	55,952	60,424	65,208		
<b>8</b>	Copy Editor	63,024	66,144	69,420	72,956		
	Editions Coordinator	63,024	66,144	69,420	72,956		

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Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Graphic Coord	63,024	66,144	69,420	72,956	76,544	
	Information Graphics Coord	63,024	66,144	69,420	72,956		
	Interactive News Writer	63,024	66,144	69,420	72,956	76,544	
	Market Data Symbology And Coding Analyst	63,024	66,144	69,420	72,956		
	Media Consultant	63,024	66,144	69,420	72,956		
	Newscaster/ Prod Assoc-Podcast	63,024	66,144	69,420	72,956		
	Product Development Specialist	63,024	66,144	69,420	72,956		
	Product Testing Analyst, Lead	63,024	66,144	69,420	72,956		
	User Experience Architect, Senior	63,024	66,144	69,420	72,956		
	User Experience Designer	63,024	66,144	69,420	72,956		
	Video Journalist, Sr.	63,024	66,144	69,420	72,956		
	Web Developer	63,024	66,144	69,420	72,956		
<b>9</b>	Business Process Specialist	76,700	80,496	84,604	88,816		
	Design Technologist	76,700	80,496	84,604	88,816		
	Global Accounts Executive	76,700	80,496	84,604	88,816		
	Interactive Designer, Senior	76,700	80,496	84,604	88,816		
	Newscaster/ Prod Assoc- M Show	76,700	80,496	84,604	88,816		
	Newscaster/Writer	76,700	80,496	84,604	88,816		
	Radio Correspondent	76,700	80,496	84,604	88,816		
	Relationship Manager, Senior	76,700	80,496	84,604	88,816		
	Sales Executive, Senior	76,700	80,496	84,604	88,816		
	Sales Specialist	76,700	80,496	84,604	88,816		
	Solution Architect	76,700	80,496	84,604	88,816		
	Sr. User Experience Designer	76,700	80,496	84,604	88,816		
	Special Writer	76,700	80,496	84,604	88,816		
	Special Writer/ News Desk	76,700	80,496	84,604	88,816		
	Staff Writer - Barron's	76,700	80,496	84,604	88,816		
<b>10</b>	Business Devt Specialist	90,532	95,108	99,892	104,884		
	Sales Engr	90,532	95,108	99,892	104,884		
	Sales Specialist, Senior	90,532	95,108	99,892	104,884		
	Special Writer, Senior	90,532	95,108	99,892	104,884		
<b>Reporter</b>	Reporter	53,248	56,108	61,204	64,272	68,328	72,956

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

Effective July 1, 2017 - IT IAPE Scales				
Tier	Title	A (annual)	B (annual)	C (annual)
<b>1A</b>	Computer Operator	33,748	36,348	38,740
	Data Center Specialist	33,748	36,348	38,740
<b>1</b>	Application Programmer	42,588	45,032	47,580
	Asset Management Analyst	42,588	45,032	47,580
	Business Analyst	42,588	45,032	47,580
	Computer Operator, Senior	42,588	45,032	47,580
	Customer Service Analyst	42,588	45,032	47,580
	Data Warehouse Analyst	42,588	45,032	47,580
	Desktop Systems Analyst	42,588	45,032	47,580
	Network Operator	42,588	45,032	47,580
	Quality Assurance Analyst	42,588	45,032	47,580
	Service Desk Analyst	42,588	45,032	47,580

Tier	Title	A Scale	B Scale	C Scale	D Scale	E Scale*	F Scale*
	Systems Support Analyst	42,588	45,032	47,580			
	Systems Technician	42,588	45,032	47,580			
	Technical Support Analyst	42,588	45,032	47,580			
<b>2</b>	Application Analyst	51,584	54,600	57,772			
	Application Developer	51,584	54,600	57,772			
	Business Designer	51,584	54,600	57,772			
	Customer Service Specialist	51,584	54,600	57,772			
	Data Warehouse Designer	51,584	54,600	57,772			
	Database Administrator	51,584	54,600	57,772			
	DevOps Engineer	51,584	54,600	57,772			
	Disaster Recovery Engineer	51,584	54,600	57,772			
	Network Analyst	51,584	54,600	57,772			
	Network Engineer	51,584	54,600	57,772			
	Operation Analyst	51,584	54,600	57,772			
	Project Administrator	51,584	54,600	57,772			
	Quality Assurance Designer	51,584	54,600	57,772			
	Service Desk Analyst. Senior	51,584	54,600	57,772			
	Software Engineer	51,584	54,600	57,772			
	Systems Administrator	51,584	54,600	57,772			
	Systems Programmer	51,584	54,600	57,772			
	Systems Support Specialist	51,584	54,600	57,772			
	Technical Designer	51,584	54,600	57,772			
	Tech Support Analyst, Sr.	51,584	54,600	57,772			
	Technical Trainer	51,584	54,600	57,772			
	Technical Writer	51,584	54,600	57,772			
<b>3</b>	Application Development Consultant	67,392	71,188	75,140			
	Business Consultant	67,392	71,188	75,140			
	Customer Service Consultant	67,392	71,188	75,140			
	Data Warehouse Consultant	67,392	71,188	75,140			
	Database Administration Consultant	67,392	71,188	75,140			
	DevOps Engineer, Senior	67,392	71,188	75,140			
	Disaster Recovery Consultant	67,392	71,188	75,140			
	Network Analyst, Senior	67,392	71,188	75,140			
	Network Engineer Senior	67,392	71,188	75,140			
	Operations Analyst, Senior	67,392	71,188	75,140			
	Project Coordinator	67,392	71,188	75,140			
	Quality Assurance Consultant	67,392	71,188	75,140			
	Senior Software Engineer	67,392	71,188	75,140			
	Senior Software Engineer, Quality	67,392	71,188	75,140			
	Solutions Engineer, Senior	67,392	71,188	75,140			
	Systems Administration Consultant	67,392	71,188	75,140			
	Systems Programmer, Senior	67,392	71,188	75,140			
	Systems Support Specialist, Senior	67,392	71,188	75,140			
	Technical Consultant	67,392	71,188	75,140			
	Technical Design Consultant	67,392	71,188	75,140			
<b>4</b>	Application Architect	81,588	86,320	91,000			
	Customer Service Architect	81,588	86,320	91,000			
	Information Architect	81,588	86,320	91,000			
	Lead Software Engineer	81,588	86,320	91,000			
	Network Engineering Architect	81,588	86,320	91,000			
	Network Operations Architect	81,588	86,320	91,000			
	Solutions Engineer, Lead	81,588	86,320	91,000			
	Technical Architect	81,588	86,320	91,000			

## Effective July 1, 2017 - Non-IT IAPE Scales

Tier	A Scale (weekly)	A Scale (Annual)	B Scale (weekly)	B Scale (annual)	C Scale (weekly)	C Scale (annual)	D Scale (weekly)	D Scale (annual)	E Scale (weekly)	E Scale (annual)*	F Scale (weekly)	F Scale (annual)*
1A	374	19448	392	20384	411	21372	427	22204	0	0	0	0
1	484	25168	507	26364	547	28444	592	30784	0	0	0	0
2	655	34060	690	35880	743	38636	804	41808	0	0	0	0
3	707	36764	741	38532	802	41704	865	44980	0	0	0	0
4	769	39988	807	41964	872	45344	940	48880	0	0	0	0
5	829	43108	872	45344	940	48880	1016	52832	1078	56056	1141	59332
6	967	50284	1016	52832	1098	57096	1186	61672	1264	65728	1340	69680
7	1024	53248	1076	55952	1162	60424	1254	65208	1343	69836	0	0
8	1212	63024	1272	66144	1335	69420	1403	72956	1472	76544	0	0
9	1475	76700	1548	80496	1627	84604	1708	88816	0	0	0	0
10	1741	90532	1829	95108	1921	99892	2017	104884	0	0	0	0
Reporter	1024	53248	1079	56108	1177	61204	1236	64272	1314	68328	1403	72956

\* - E and F scales apply only to selected jobs -- see master list

## Effective July 1, 2017 - IT IAPE Scales

Tier	A Scale (Weekly)	Annual A	B Scale (Weekly)	Annual B	C Scale (Weekly)	Annual C
1A	649	33748	699	36348	745	38740
1	819	42588	866	45032	915	47580
2	992	51584	1050	54600	1111	57772
3	1296	67392	1369	71188	1445	75140
4	1569	81588	1660	86320	1750	91000



## Effective July 1, 2017 - Non-IT IAPE Scales

Tier	A Scale (Annual)	B Scale (annual)	C Scale (annual)	D Scale (annual)	E Scale (annual)*	F Scale (annual)*
1A	19448	20384	21372	22204	0	0
1	25168	26364	28444	30784	0	0
2	34060	35880	38636	41808	0	0
3	36764	38532	41704	44980	0	0
4	39988	41964	45344	48880	0	0
5	43108	45344	48880	52832	56056	59332
6	50284	52832	57096	61672	65728	69680
7	53248	55952	60424	65208	69836	0
8	63024	66144	69420	72956	76544	0
9	76700	80496	84604	88816	0	0
10	90532	95108	99892	104884	0	0
Reporter	53248	56108	61204	64272	68328	72956

\* - E and F scales apply only to selected jobs -- see master list

## Effective July 1, 2017 - IT IAPE Scales

Tier	Annual A	Annual B	Annual C
1A	33748	36348	38740
1	42588	45032	47580
2	51584	54600	57772
3	67392	71188	75140
4	81588	86320	91000