

# Staff Salary Structure (non-union positions)

Salary ranges are associated with each band

- ¾ Skidmore College has established a salary structure for grouping positions in Position Bands. Each Band has a salary range identified by a minimum or starting

# Staff Salary Structure (non-union positions)

## The creation of the salary ranges

- <sup>3</sup>/<sub>4</sub> Survey data from comparator markets are used to analyze the appropriate “market” pay rate for a given job. We participate in local surveys when possible. The national higher education HR association

