

Updated 8/20/21

Market Reference Zone

UCSB Career Tracks Ranges - July 2021*							
CT Grade	Annual MIN	10th percentile	25th Percentile	Annual MID	90th Percentile	Annual MAX	Range Spread
31	\$180,700	\$200,160	\$229,350	\$278,000	\$346,110	\$375,300	108%
30	\$139,300	\$160,200	\$191,550	\$243,800	\$316,950	\$348,300	150%
29	\$121,900	\$140,310	\$167,925	\$213,900	\$278,385	\$306,000	151%
28	\$107,300	\$123,390	\$147,525	\$187,700	\$244,065	\$268,200	150%
27	\$94,100	\$108,190	\$129,325	\$164,600	\$213,865	\$235,000	150%
26	\$89,000	\$100,580	\$117,950	\$146,900	\$187,430	\$204,800	130%
25	\$79,400	\$89,750	\$105,275	\$131,100	\$167,375	\$182,900	130%
24	\$73,000	\$81,810	\$95,025	\$117,100	\$147,885	\$161,100	121%
23	\$67,500	\$74,920	\$86,050	\$104,600	\$130,570	\$141,700	110%
22	\$61,200	\$67,610	\$77,225	\$93,200	\$115,685	\$125,300	105%
21	\$55,600	\$61,170	\$69,525	\$83,400	\$102,945	\$111,300	100%
20	\$52,200	\$56,910	\$63,975	\$75,800	\$92,235	\$99,300	90%
19	\$51,400		\$60,125	\$68,900		\$86,300	68%
18	\$49,400		\$56,000	\$62,600		\$75,800	53%
17	\$42,900		\$49,900	\$56,900		\$70,900	65%
16	\$39,000		\$45,350	\$51,700		\$64,400	65%
15	\$35,400		\$41,175	\$47,000		\$58,500	65%

Goal is to improve pay practices over time and align pay closer to market.

Example of external market range

Market competitive range widths

*2% adjustment applied effective July 1, 2021