

**UNIVERSITY OF TORONTO
SALARY RANGES FOR PROFESSIONALS/MANAGERS STAFF**

EFFECTIVE JULY 1, 2016

SALARY LEVEL	MINIMUM	ANCHOR	BREAKPOINT	MAXIMUM	
PM1	\$58,607	\$68,594	\$77,016	\$85,433	
PM2	\$63,898	\$74,795	\$83,968	\$93,141	
PM3	\$67,530	\$82,210	\$92,290	\$102,372	
PM4	\$74,892	\$91,174	\$102,353	\$113,534	
PM5	\$81,621	\$102,029	\$114,541	\$127,054	
PM6	\$92,145	\$115,179	\$129,304	\$143,433	(Open)
PM7	\$104,986	\$131,235	\$147,331	\$163,425	(Open)
PM8	\$120,704	\$150,881	\$169,385	\$187,891	(Open)
PM9	\$139,525	\$174,406	\$195,798	\$217,188	(Open)

←-----Hiring Zone-----→

←-----Target Zone-----→ ←-----Premium Zone-----→

Minimum	Represents the minimum of the salary range. Salaries are administered at or above the minimum of the salary range.
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Target Zone:	Salaries for most employees are managed within the Target Zone. The starting salary for a new employee may fall lower in the Target Zone. Each salary range has a Hiring Zone, i.e., where an applicant is typically hired based on his/her qualifications in relation to the requirements of the position.
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Anchor Point:	Represents the top of the Hiring Zone.
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Premium Zone:	Represents the upper end of the salary range. Generally, salaries for exceptional performers, long service employees and/or positions requiring a market premium are managed within the Premium Zone.
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Maximum:	Represents the maximum of the salary range for Levels 1 to 5. The Maximum for Salary Ranges 6, 7, 8 and 9 is 'open', i.e., salaries may be administered above the published maximum with senior management approval.
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