AURARIA HIGHER EDUCATION CENTER
NONCLASSIFIED/EXEMPT POSITIONS
BAND DEFINITIONS/ COMPENSATION RANGES

Band Definitions

Band A

- Area of responsibility is singular and/or position is specialized in a particar field of training, education, services, or other convention curriculums.
- Responsibilities are operational and often systematic, but require independent decision making in analyzing conditions of a situation and applying the most appropriate rules, regulations, procedures and/or industry standards.
- Decision impact is traditionally programmatic.
- Non-supervisory or supervises less than three professional staff.

Band B

- Head of a program(s) which is singular in focus, objective or scope, though may include varied/assorted components within the program.
- Responsibilities may include budget oversight, revenue generation and/or a significant level or accountability for large departmental functions.
- Position may be specialized in a particular field requiring high level of complex technical training.
- Contacts are generally internal in nature and situations may be unstructured
- Position handles a variety of issues which require judgment, analysis of impact, and consequences of decisions made.
- May be non-supervisory or supervises less than three professional staff.

Band C-CI

- Serves as head of a department which includes multi-faceted programs and varied and distinct components.
- Positions administer staffing, operations & budget of the department.
- Decisions generally have legal and/or fiscal impact for the agency.
- Positions design the operations of the department by applying established theories and, principals and conceptual models and individualizing them to meet the needs of the specific department ant the agency mission.
- Positions have input into broad, critical program policy direction and develop guidelines t o implement programs that maintain the agency's mission.
- Position has both internal/external contact with individuals/groups where situations may not be structured.
- Positions typically supervise three or more professional staff.
- Management positions are responsible for planning, directing and executing major programs. Work involves recommending, developing, or approving policies that govern a manager's program area. Primary accountability is for the attainment of program objectives.

C-II

- Position requires a unique level of knowledge and expertise in a professional field that is needed by the agency to support the overall mission,
- Management routinely relies on the consultation of the authority before deciding broad critical program and policy direction.
- Position designs strategy, systems, process, guidelines, rules, and standards that are mission critical and directly impact the agency's ongoing operation and broad program or policy. Guidelines do not exist for most situations so the position must use judgment and resourcefulness to interpret circumstances in a variety of situations to establish guidelines that direct how a program will be implemented.
- Position has both internal/external contact with individuals/groups where situations may not be structured.
- Decisions generally have legal and/or fiscal impact for the agency.

Band D

- Services as Chief Executive Officer of the Agency, (Executive Head of a Division), responsible for directing a agency multi-faceted divisions and programs which are highly diverse and notably complex in nature.
- Fiscal responsibility for operating a Agency and a series of multiple units, setting program goals and policy.
- Position has extensive scope of authority which may impact the entire agency or system.
- Position has both internal/external complexity and commits the agency to legal and fiscal impacts.
- Accountable for multiple differentiated units, through management of subordinate unit directors, managers and supervisors.

Compensation Ranges 2016 - 2017

	Band A	Band B	Band C	Band D
Minimum	$29,388	$41,196	$67,092	$86,700
Midpoint	$40,200	$61,392	$92,652	$116,124
Maximum	$51,000	$81,600	$118,212	$163,200