

# Staff Pay Scales

The placement of positions into specific pay grades is determined using a job evaluation method known as a point factor system. Point factor systems are widely used, especially in large organizations where there are a variety of roles and duties. The University has eight compensable factors that are used to determine the relative ranking of staff positions within our pay plan. Listed below are the pay scales effective September 17, 2023. Wages are annualized by multiplying the rate times 2080 for full-time, 12 month positions.

Salary Grade	Minimum	25th Percentile	Midpoint of Range	75th Percentile	Maximum	5.0 % Into the Range	9.0 % Into the Range
6	\$11.50	\$12.43	\$13.35	\$14.28	\$15.20	\$0.58	\$1.04
7	\$12.50	\$13.53	\$14.55	\$15.58	\$16.60	\$0.63	\$1.13
8	\$13.65	\$14.78	\$15.90	\$17.03	\$18.15	\$0.68	\$1.23
9	\$14.85	\$16.10	\$17.35	\$18.60	\$19.85	\$0.74	\$1.34
10	\$16.20	\$17.58	\$18.95	\$20.33	\$21.70	\$0.81	\$1.46
11	\$18.25	\$20.13	\$22.00	\$23.88	\$25.75	\$0.91	\$1.64
12	\$19.85	\$21.83	\$23.80	\$25.78	\$27.75	\$0.99	\$1.79
13	\$21.55	\$23.76	\$25.98	\$28.19	\$30.40	\$1.08	\$1.94
14	\$23.45	\$25.85	\$28.25	\$30.65	\$33.05	\$1.17	\$2.11
15	\$25.45	\$28.06	\$30.68	\$33.29	\$35.90	\$1.27	\$2.29
16	\$27.65	\$30.50	\$33.35	\$36.20	\$39.05	\$1.38	\$2.49

## New Hires

Starting salaries for new employees are set between the minimum and the 25th percentile of the range. A newly hired employee's salary shall normally be set at the minimum of the range. In cases where circumstances necessitate, a starting rate may be greater than the minimum using the following criteria: qualifications of the candidate, number of qualified applicants identified, cost and length of time associated with the recruiting campaign, and/or the pay relationship to other employees in the University in comparable positions who possess similar qualifications.

## Promotion/Upgrade

When a promotion or upgrade occurs, the new salary rate will be determined through one of two methods, whichever results in the greater increase:

- The hiring rate of the salary range into which the promotion/upgrade occurs or
- The employee's current salary plus 9% of the minimum of the salary range into which the promotion/upgrade occurs.

If the promotion is more than one grade, the employee's salary plus 9% of the minimum of the salary range into which the promotion occurs and 5% of the minimum of each of the lower salary ranges skipped will be added, also.

## Additional Duties

If a department assigns additional duties to a position that are significant in nature, but do not result in an upgrade, the department may request a salary adjustment not to exceed an amount equivalent to five percent (5%) of the minimum of the current range.