



Administrative and Professional Pay Structure

Effective 07/01/2021

Pay Grade		Minimum	25th percentile	Midpoint	75th percentile	Maximum
10	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$11.00	\$11.81	\$12.95	\$14.24	\$15.53
11	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$11.60	\$13.05	\$14.50	\$15.95	\$17.40
12	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$12.99	\$14.62	\$16.25	\$17.87	\$19.49
13	<i>Exempt Employees: Annual Salary</i>	N/A*	N/A*	\$38,849	\$43,038	\$47,228
	<i>Non-Exempt Employees: Hourly Wage</i>	\$14.65	\$16.66	\$18.68	\$20.69	\$22.71
*To meet FLSA minimum salary threshold requirements, the minimum pay for exempt employees will be \$35,568 which is the 35th percentile of the pay grade.						
14	<i>Exempt Employees: Annual Salary</i>	\$36,279	\$40,788	\$45,296	\$49,804	\$54,312
	<i>Non-Exempt Employees: Hourly Wage</i>	\$16.84	\$19.16	\$21.48	\$23.80	\$26.11
15	<i>Exempt Employees: Annual Salary</i>	\$40,296	\$45,837	\$51,377	\$56,918	\$62,459
	<i>Non-Exempt Employees: Hourly Wage</i>	\$19.38	\$22.04	\$24.70	\$27.37	\$30.03
16	<i>Exempt Employees: Annual Salary</i>	\$44,592	\$51,838	\$59,085	\$66,640	\$74,196
	<i>Non-Exempt Employees: Hourly Wage</i>	\$21.44	\$24.92	\$28.41	\$32.04	\$35.68
17	<i>Exempt Employees: Annual Salary</i>	\$51,281	\$59,614	\$67,947	\$76,636	\$85,325
	<i>Non-Exempt Employees: Hourly Wage</i>	\$24.65	\$28.66	\$32.67	\$36.85	\$41.03
18	<i>Exempt Employees: Annual Salary</i>	\$58,972	\$68,556	\$78,139	\$88,132	\$98,125
	<i>Non-Exempt Employees: Hourly Wage</i>	\$28.35	\$32.96	\$37.57	\$42.37	\$47.18
19	<i>Exempt Employees: Annual Salary</i>	\$68,299	\$80,252	\$92,205	\$104,666	\$117,127
	<i>Non-Exempt Employees: Hourly Wage</i>	\$32.84	\$38.58	\$44.33	\$50.32	\$56.31
20	<i>Exempt Employees: Annual Salary</i>	\$80,593	\$94,697	\$108,801	\$123,505	\$138,208
	<i>Non-Exempt Employees: Hourly Wage</i>	\$38.74	\$45.52	\$52.31	\$59.38	\$66.44
21	<i>Exempt Employees: Annual Salary</i>	\$95,101	\$111,743	\$128,385	\$145,736	\$163,086
	<i>Non-Exempt Employees: Hourly Wage</i>	\$45.72	\$53.72	\$61.72	\$70.07	\$78.41
22	<i>Exempt Employees: Annual Salary</i>	\$110,178	\$130,837	\$151,497	\$173,028	\$194,560
	<i>Non-Exempt Employees: Hourly Wage</i>	\$52.97	\$62.90	\$72.84	\$83.19	\$93.54
23	<i>Exempt Employees: Annual Salary</i>	\$130,010	\$154,387	\$178,764	\$204,172	\$229,580
	<i>Non-Exempt Employees: Hourly Wage</i>	\$62.51	\$74.23	\$85.95	\$98.16	\$110.37
24	<i>Exempt Employees: Annual Salary</i>	\$153,413	\$182,177	\$210,942	\$240,923	\$270,904
	<i>Non-Exempt Employees: Hourly Wage</i>	\$73.76	\$87.58	\$101.41	\$115.82	\$130.24