



**Classified, Administrative, and Professional Pay Structure**

Effective 01/01/2020

Pay Grade		Minimum	25th percentile	Midpoint	75th percentile	Maximum
<b>10</b>	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$10.45	\$11.57	\$12.70	\$13.96	\$15.23
<b>11</b>	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$11.37	\$12.80	\$14.22	\$15.63	\$17.06
<b>12</b>	<i>Exempt Employees: Annual Salary</i>	N/A	N/A	N/A	N/A	N/A
	<i>Non-Exempt Employees: Hourly Wage</i>	\$12.74	\$14.33	\$15.93	\$17.51	\$19.11
<b>13</b>	<i>Exempt Employees: Annual Salary</i>	N/A*	N/A*	\$38,087	\$42,195	\$46,302
	<i>Non-Exempt Employees: Hourly Wage</i>	\$14.36	\$16.33	\$18.31	\$20.29	\$22.26
*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.						
<b>14</b>	<i>Exempt Employees: Annual Salary</i>	\$35,568	\$39,988	\$44,408	\$48,828	\$53,247
	<i>Non-Exempt Employees: Hourly Wage</i>	\$16.51	\$18.79	\$21.06	\$23.33	\$25.60
<b>15</b>	<i>Exempt Employees: Annual Salary</i>	\$39,506	\$44,938	\$50,370	\$55,803	\$61,234
	<i>Non-Exempt Employees: Hourly Wage</i>	\$19.00	\$21.60	\$24.22	\$26.83	\$29.44
<b>16</b>	<i>Exempt Employees: Annual Salary</i>	\$44,558	\$51,242	\$57,926	\$64,609	\$71,293
	<i>Non-Exempt Employees: Hourly Wage</i>	\$21.42	\$24.63	\$27.85	\$31.06	\$34.28
<b>17</b>	<i>Exempt Employees: Annual Salary</i>	\$51,242	\$58,928	\$66,615	\$74,301	\$81,987
	<i>Non-Exempt Employees: Hourly Wage</i>	\$24.63	\$28.33	\$32.03	\$35.72	\$39.42
<b>18</b>	<i>Exempt Employees: Annual Salary</i>	\$58,928	\$67,768	\$76,607	\$85,447	\$94,286
	<i>Non-Exempt Employees: Hourly Wage</i>	\$28.33	\$32.58	\$36.83	\$41.08	\$45.33
<b>19</b>	<i>Exempt Employees: Annual Salary</i>	\$68,223	\$79,310	\$90,397	\$101,484	\$112,570
	<i>Non-Exempt Employees: Hourly Wage</i>	\$32.80	\$38.13	\$43.46	\$48.79	\$54.12
<b>20</b>	<i>Exempt Employees: Annual Salary</i>	\$80,504	\$93,587	\$106,668	\$119,750	\$132,831
	<i>Non-Exempt Employees: Hourly Wage</i>	\$38.70	\$45.00	\$51.28	\$57.57	\$63.86
<b>21</b>	<i>Exempt Employees: Annual Salary</i>	\$94,995	\$110,431	\$125,868	\$141,305	\$156,742
	<i>Non-Exempt Employees: Hourly Wage</i>	\$45.67	\$53.10	\$60.51	\$67.93	\$75.36
<b>22</b>	<i>Exempt Employees: Annual Salary</i>	\$110,018	\$129,272	\$148,526	\$167,778	\$187,032
	<i>Non-Exempt Employees: Hourly Wage</i>	\$52.89	\$62.15	\$71.41	\$80.66	\$89.92
<b>23</b>	<i>Exempt Employees: Annual Salary</i>	\$129,821	\$152,540	\$175,259	\$197,978	\$220,697
	<i>Non-Exempt Employees: Hourly Wage</i>	\$62.42	\$73.34	\$84.26	\$95.18	\$106.10
<b>24</b>	<i>Exempt Employees: Annual Salary</i>	\$153,190	\$179,998	\$206,806	\$233,614	\$260,422
	<i>Non-Exempt Employees: Hourly Wage</i>	\$73.65	\$86.54	\$99.42	\$112.31	\$125.20