

**GEORGETOWN UNIVERSITY
STAFF INTEGRATED GRADE STRUCTURE
FISCAL YEAR 2010**

From HR Policy 703:

Minimum Hiring Salary

The minimum hiring salary is the minimum of the salary range for the grade.

Salary Placement for New Hires

Three major factors determine the starting salary for the job candidates:

- careful consideration of the range for prevailing wages in the appropriate labor market; and
- the expected performance level of the individual based on qualifications, education, training, skills and experience; and
- the rates of pay of other employees in the department and elsewhere in the University

Other relevant factors may be considered in appropriate cases.

Human Resources will make salary level recommendations to departments based on assessments of the experience, education, and training of the candidates to be hired, the prevailing wages in the appropriate labor markets, and the current compensation levels of others in the hiring department and in similar jobs across the University.

PAY GRADE	PAY BASIS	RANGE MINIMUM	RANGE MIDPOINT	HIRING MAXIMUM	RANGE MAXIMUM
1	Hourly	\$8.25* (\$12.00**)	\$10.51 (\$12.00**)	\$10.93 (\$12.00**)	\$12.61
1	Bi-Weekly	\$660.00 (\$960.00**)	\$841.00 (\$960.00**)	\$874.00 (\$960.00**)	\$1,009.00
1	Monthly	\$1430.00 (\$2080.00**)	\$1,822.00 (\$2080.00**)	\$1,895.00 (\$2080.00**)	\$2,187.00
1	Annual	\$17,160 (\$24,960**)	\$21,872 (\$24,960**)	\$22,747 (\$24,960**)	\$26,247
2	Hourly	\$8.96 (\$12.00**)	\$11.94 (\$12.00**)	\$12.41	\$14.32
2	Bi-Weekly	\$716.00 (\$960.00**)	\$955.00 (\$960.00**)	\$993.00	\$1,146.00
2	Monthly	\$1,552.00 (\$2080.00**)	\$2,069.00 (\$2080.00**)	\$2,152.00	\$2,483.00
2	Annual	\$18,629.00 (\$24,960**)	\$24,838.00 (\$24,960**)	\$25,831.00	\$29,805.00

* Effective 7/24/09 the statutory minimum wage in the District of Columbia is \$8.25

** The Georgetown minimum rate for 30+ hours/75%+ FTE regular and term positions is \$12.00/hr

3	Hourly	\$9.81 (\$12.00**)	\$13.08	\$13.60	\$15.69
3	Bi-Weekly	\$785.00 (\$960.00**)	\$1,046.00	\$1,088.00	\$1,256.00
3	Monthly	\$1,700.00 (2080.00**)	\$2,268.00	\$2,358.00	\$2,721.00
3	Annual	\$20,409.00 (\$24,960**)	\$27,211.00	\$28,300.00	\$32,653.00
4	Hourly	\$10.54 (12.00**)	\$14.05	\$14.61	\$16.87
4	Bi-Weekly	\$843.00 (960.00**)	\$1,124.00	\$1,169.00	\$1,349.00
4	Monthly	\$1,827.00 (\$2080.00**)	\$2,436.00	\$2,534.00	\$2,924.00
4	Annual	\$21,927.00 (\$24,960**)	\$29,236.00	\$30,405.00	\$35,084.00
5	Hourly	\$11.31 (\$12.00**)	\$15.07	\$15.68	\$18.09
5	Bi-Weekly	\$905.00 (\$960.00**)	\$1,206.00	\$1,255.00	\$1,448.00
5	Monthly	\$1,960.00 (\$2080.00**)	\$2,614.00	\$2,718.00	\$3,136.00
5	Annual	\$23,522.00 (\$24,960**)	\$31,363.00	\$32,617.00	\$37,636.00
6	Hourly	\$12.64	\$16.86	\$17.53	\$20.23
6	Bi-Weekly	\$1,011.00	\$1,349.00	\$1,403.00	\$1,618.00
6	Monthly	\$2,192.00	\$2,922.00	\$3,040.00	\$3,506.00
6	Annual	\$26,303.00	\$35,069.00	\$36,471.00	\$42,082.00

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7	Hourly	\$13.46	\$18.42	\$19.16	\$22.10
7	Bi-Weekly	\$1,077.00	\$ 1,474.00	\$1,533.00	\$1,768.00
7	Monthly	\$2,332.00	\$3,193.00	\$3,321.00	\$3,832.00
7	Annual	\$27,990.00	\$38,319.00	\$39,852.00	\$45,982.00
8	Hourly	\$14.57	\$19.95	\$20.75	\$23.93
8	Bi-Weekly	\$1,166.00	\$1,596.00	\$1,660.00	\$1,915.00
8	Monthly	\$2,525.00	\$3,458.00	\$3,596.00	\$4,149.00
8	Annual	\$30,306.00	\$41,490.00	\$43,150.00	\$49,789.00
9	Hourly	\$17.47	\$23.91	\$24.87	\$28.70
9	Bi-Weekly	\$1,398.00	\$1,913.00	\$1,990.00	\$2,296.00
9	Monthly	\$3,028.00	\$4,145.00	\$4,311.00	\$4,9748.00
9	Annual	\$36,338.00	\$49,749.00	\$51,738.00	\$59,698.00
10	Hourly	\$19.36	\$28.93	\$30.09	\$35.15
10	Bi-Weekly	\$1,549.00	\$2,315.00	\$2,407.00	\$2,812.00
10	Monthly	\$3,356.00	\$5,015.00	\$5,215.00	\$6,093.00
10	Annual	\$40,275.00	\$60,177.00	\$62,584.00	\$73,116.00
11	Hourly	\$21.60	\$34.90	\$36.30	\$42.41
11	Bi-Weekly	\$1,728.00	\$2,793.00	\$2,904.00	\$3,393.00
11	Monthly	\$3,745.00	\$6,050.00	\$6,292.00	\$7,351.00
11	Annual	\$44,939.00	\$72,604.00	\$75,509.00	\$88,215.00

12	Hourly	\$24.03	\$39.51	\$41.50	\$48.60
12	Bi-Weekly	\$1,923.00	\$3,161.00	\$3,319.00	\$3,888.00
12	Monthly	\$4,166.00	\$6,850.00	\$7,191.00	\$8,425.00
12	Annual	\$49,990.00	\$82,194.00	\$86,303.00	\$101,099.00
13	Hourly	\$27.26	\$46.04	\$48.34	\$57.55
13	Bi-Weekly	\$2,181.00	\$3,683.00	\$3,867.00	\$4,604.00
13	Monthly	\$4,725.00	\$7,980.00	\$8,379.00	\$9,975.00
13	Annual	\$56,700.00	\$95,760.00	\$100,548.00	\$119,700.00
14	Hourly	\$32.18	\$54.35	\$57.07	\$67.94
14	Bi-Weekly	\$2,575.00	\$4,348.00	\$4,565.00	\$5,435.00
14	Monthly	\$5,578.00	\$9,421.00	\$9,892.00	\$11,776.00
14	Annual	\$66,938.00	\$113,050.00	\$118,702.00	\$141,313.00
15	Hourly	\$39.75	\$67.14	\$70.50	\$83.92
15	Bi-Weekly	\$3,180.00	\$5,371.00	\$5,640.00	\$6,714.00
15	Monthly	\$6,891.00	\$11,637.00	\$12,219.00	\$14,547.00
15	Annual	\$82,688.00	\$139,650.00	\$146,632.00	\$174,563.00
16	Hourly	\$47.33	\$79.93	\$83.92	\$99.91
16	Bi-Weekly	\$3,786.00	\$6,394.00	\$6,714.00	\$7,993.00
16	Monthly	\$8,203.00	\$13,854.00	\$14,547.00	\$17,318.00
16	Annual	\$98,438.00	\$166,250.00	\$174,562.00	\$207,813.00