



SALARY STRUCTURE FOR UNIVERSITY EMPLOYEES
Effective August 10, 2017

| Range Code | Annual Minimum | Annual Midpoint | Annual Maximum | Hourly Minimum | Hourly Midpoint | Hourly Maximum |
|------------|----------------|-----------------|----------------|----------------|-----------------|----------------|
| U01 | \$18,030.00 | \$27,739.00 | \$37,447.00 | \$8.67 | \$13.34 | \$18.00 |
| | \$22,068.00* | | | \$10.61* | | |
| U02 | \$19,833.00 | \$30,513.00 | \$41,192.00 | \$9.54 | \$14.67 | \$19.80 |
| | \$22,068.00* | | | 10.61* | | |
| U03 | \$21,817.00 | \$33,564.00 | \$45,311.00 | \$10.49 | \$16.14 | \$21.78 |
| | \$22,068.00 | | | 10.61* | | |
| U04 | \$23,998.00 | \$36,920.00 | \$49,842.00 | \$11.54 | \$17.75 | \$23.96 |
| U05 | \$26,398.00 | \$40,612.00 | \$54,826.00 | \$12.69 | \$19.53 | \$26.36 |
| U06 | \$29,038.00 | \$44,674.00 | \$60,309.00 | \$13.96 | \$21.48 | \$28.99 |
| U07 | \$31,941.00 | \$49,141.00 | \$66,340.00 | \$15.36 | \$23.63 | \$31.89 |
| U08 | \$35,136.00 | \$54,055.00 | \$72,974.00 | \$16.89 | \$25.99 | \$35.08 |
| U09 | \$38,649.00 | \$59,460.00 | \$80,271.00 | \$18.58 | \$28.59 | \$38.59 |
| U10 | \$42,514.00 | \$65,407.00 | \$88,299.00 | \$20.44 | \$31.45 | \$42.45 |
| U11 | \$46,766.00 | \$71,948.00 | \$97,129.00 | \$22.48 | \$34.59 | \$46.70 |
| U12 | \$51,442.00 | \$79,142.00 | \$106,842.00 | \$24.73 | \$38.05 | \$51.37 |
| U13 | \$56,587.00 | \$87,056.00 | \$117,525.00 | \$27.21 | \$41.85 | \$56.50 |
| U14 | \$62,245.00 | \$95,762.00 | \$129,278.00 | \$29.93 | \$46.04 | \$62.15 |
| U15 | \$68,470.00 | \$105,338.00 | \$142,206.00 | \$32.92 | \$50.64 | \$68.37 |
| U16 | \$75,317.00 | \$115,872.00 | \$156,426.00 | \$36.21 | \$55.71 | \$75.20 |
| U17 | \$82,848.00 | \$127,459.00 | \$172,070.00 | \$39.83 | \$61.28 | \$82.73 |
| U18 | \$91,133.00 | \$140,205.00 | \$189,276.00 | \$43.81 | \$67.41 | \$91.00 |
| U19 | \$100,247.00 | \$154,226.00 | \$208,204.00 | \$48.20 | \$74.15 | \$100.10 |
| U20 | \$110,271.00 | \$169,648.00 | \$229,025.00 | \$53.01 | \$81.56 | \$110.11 |
| U21 | \$121,299.00 | \$186,613.00 | \$251,927.00 | \$58.32 | \$89.72 | \$121.12 |
| U22 | \$133,428.00 | \$205,274.00 | \$277,119.00 | \$64.15 | \$98.69 | \$133.23 |
| U23 | \$146,771.00 | \$225,802.00 | \$304,832.00 | \$70.56 | \$108.56 | \$146.55 |

*Note: The College of William & Mary has a minimum of \$10.61 per hour for employees in continuing positions effective 8/10/17. Temporary and Seasonal positions have a \$10.00 per hour minimum. Contact Human Resources for additional guidance.