

TEXAS SOUTHERN UNIVERSITY
COMPENSATION PLAN SALARY STRUCTURE FY 2017

Texas Southern University uses the following salary structure to establish appropriate pay range limits for staff positions covered by the Job Classification and Compensation Plan. The plan also provides the compensation framework for hiring new employees and rewarding performance.

Pay Grade	Hiring Range			Performance Range		Pay Type
	Minimum	25th Percentile	Midpoint (Market)	75th Percentile	Maximum	
2	\$15,899.14	\$17,326.16	\$18,753.18	\$21,607.21	\$24,460.14	Annual
	\$1,324.93	\$1,443.85	\$1,562.77	\$1,800.60	\$2,038.35	Monthly
	\$7.64	\$8.33	\$9.02	\$10.39	\$11.76	Hourly
3	\$18,284.90	\$19,924.97	\$21,566.16	\$24,848.52	\$28,129.76	Annual
	\$1,523.74	\$1,660.41	\$1,797.18	\$2,070.71	\$2,344.15	Monthly
	\$8.79	\$9.58	\$10.37	\$11.95	\$13.52	Hourly
4	\$21,026.86	\$22,914.39	\$24,800.79	\$28,574.74	\$32,349.78	Annual
	\$1,752.24	\$1,909.53	\$2,066.73	\$2,381.23	\$2,695.82	Monthly
	\$10.11	\$11.02	\$11.92	\$13.74	\$15.55	Hourly
5	\$24,180.51	\$26,350.99	\$28,521.48	\$32,861.33	\$37,201.20	Annual
	\$2,015.04	\$2,195.92	\$2,376.79	\$2,738.44	\$3,100.10	Monthly
	\$11.63	\$12.67	\$13.71	\$15.80	\$17.89	Hourly
6	\$29,017.48	\$31,621.85	\$34,225.11	\$39,433.83	\$44,641.43	Annual
	\$2,418.12	\$2,635.15	\$2,852.09	\$3,286.15	\$3,720.12	Monthly
	\$13.95	\$15.20	\$16.45	\$18.96	\$21.46	Hourly
7	\$34,820.99	\$37,945.77	\$41,070.56	\$47,320.15	\$53,570.83	Annual
	\$2,901.75	\$3,162.15	\$3,422.55	\$3,943.35	\$4,464.24	Monthly
	\$16.74	\$18.24	\$19.75	\$22.75	\$25.76	Hourly
8	\$40,044.13	\$43,637.20	\$47,231.36	\$54,418.62	\$61,605.80	Annual
	\$3,337.01	\$3,636.43	\$3,935.95	\$4,534.88	\$5,133.82	Monthly
	\$19.25	\$20.98	\$22.71	\$26.16	\$29.62	Hourly
9	\$44,047.77	\$48,001.47	\$51,954.06	\$59,860.36	\$67,766.65	Annual
	\$3,670.65	\$4,000.12	\$4,329.50	\$4,988.36	\$5,647.22	Monthly
	\$21.18	\$23.08	\$24.98	\$28.78	\$32.58	Hourly
10	\$48,453.11	\$52,801.84	\$57,149.47	\$65,846.95	\$74,543.33	Annual
	\$4,037.76	\$4,400.15	\$4,762.46	\$5,487.25	\$6,211.94	Monthly
	\$23.29	\$25.39	\$27.48	\$31.66	\$35.84	Hourly
11	\$53,297.86	\$58,081.58	\$62,864.20	\$72,430.54	\$81,996.87	Annual
	\$4,441.49	\$4,840.13	\$5,238.68	\$6,035.88	\$6,833.07	Monthly
	\$25.62	\$27.92	\$30.22	\$34.82	\$39.42	Hourly
12	\$58,628.65	\$63,889.52	\$69,151.50	\$79,674.37	\$90,197.22	Annual
	\$4,885.72	\$5,324.13	\$5,762.63	\$6,639.53	\$7,516.44	Monthly
	\$28.19	\$30.72	\$33.25	\$38.30	\$43.36	Hourly
13	\$64,490.95	\$70,278.91	\$76,065.77	\$87,641.70	\$99,216.50	Annual
	\$5,374.25	\$5,856.58	\$6,338.81	\$7,303.47	\$8,268.04	Monthly
	\$31.01	\$33.79	\$36.57	\$42.14	\$47.70	Hourly
14	\$70,940.27	\$77,306.36	\$83,672.45	\$96,405.75	\$109,139.04	Annual
	\$5,911.69	\$6,442.20	\$6,972.70	\$8,033.81	\$9,094.92	Monthly
	\$34.11	\$37.17	\$40.23	\$46.35	\$52.47	Hourly
15	\$78,034.30	\$85,037.33	\$92,040.36	\$106,046.44	\$120,052.51	Annual
	\$6,502.86	\$7,086.44	\$7,670.03	\$8,837.20	\$10,004.38	Monthly
	\$37.52	\$40.88	\$44.25	\$50.98	\$57.72	Hourly
16	\$85,837.39	\$93,540.62	\$101,243.85	\$116,651.41	\$132,057.86	Annual
	\$7,153.12	\$7,795.05	\$8,436.99	\$9,720.95	\$11,004.82	Monthly
	\$41.27	\$44.97	\$48.67	\$56.08	\$63.49	Hourly
Exempt	E	E	E	E	E	