

**SAM HOUSTON STATE UNIVERSITY**  
**PAY GRADE TABLE**  
**Fiscal Year 2012**

Hourly rates of pay are determined by dividing the annual wage by the standard  
2,080 average number of working hours per year.

The State Social Security Benefit Replacement Pay is included in the pay grade ranges.

Grade	HOURLY			MONTHLY			ANNUALLY		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	\$7.25 Minimum Wage								
2	\$9.86	\$13.86	\$17.86	\$1,708	\$2,402	\$3,096	\$20,496	\$28,824	\$37,152
3	\$10.27	\$14.36	\$18.46	\$1,778	\$2,489	\$3,200	\$21,336	\$29,868	\$38,400
4	\$10.66	\$14.93	\$19.21	\$1,846	\$2,588	\$3,330	\$22,152	\$31,056	\$39,960
5	\$11.08	\$15.51	\$19.95	\$1,918	\$2,688	\$3,458	\$23,016	\$32,256	\$41,496
6	\$11.57	\$16.17	\$20.78	\$2,004	\$2,803	\$3,602	\$24,048	\$33,636	\$43,224
7	\$12.07	\$16.85	\$21.64	\$2,090	\$2,921	\$3,752	\$25,080	\$35,052	\$45,024
8	\$12.60	\$17.62	\$22.65	\$2,182	\$3,054	\$3,926	\$26,184	\$36,648	\$47,112
9	\$13.21	\$18.45	\$23.70	\$2,288	\$3,198	\$4,108	\$27,456	\$38,376	\$49,296
10	\$13.82	\$19.32	\$24.81	\$2,394	\$3,348	\$4,302	\$28,728	\$40,176	\$51,624
11	\$14.55	\$20.31	\$26.08	\$2,520	\$3,521	\$4,522	\$30,240	\$42,252	\$54,264
12	\$15.32	\$21.39	\$27.46	\$2,654	\$3,707	\$4,760	\$31,848	\$44,484	\$57,120
13	\$16.13	\$22.49	\$28.86	\$2,794	\$3,899	\$5,004	\$33,528	\$46,788	\$60,048
14	\$17.05	\$23.72	\$30.39	\$2,954	\$4,111	\$5,268	\$35,448	\$49,332	\$63,216
15	\$18.06	\$25.03	\$32.01	\$3,128	\$4,339	\$5,550	\$37,536	\$52,068	\$66,600
16	\$19.14	\$26.47	\$33.80	\$3,316	\$4,588	\$5,860	\$39,792	\$55,056	\$70,320
17	\$20.29	\$27.96	\$35.64	\$3,516	\$4,847	\$6,178	\$42,192	\$58,164	\$74,136
18	\$22.20	\$30.46	\$38.72	\$3,846	\$5,279	\$6,712	\$46,152	\$63,348	\$80,544
19	\$23.58	\$32.26	\$40.93	\$4,086	\$5,591	\$7,096	\$49,032	\$67,092	\$85,152
20	\$25.12	\$34.25	\$43.39	\$4,352	\$5,937	\$7,522	\$52,224	\$71,244	\$90,264
21	\$26.71	\$36.36	\$46.01	\$4,628	\$6,302	\$7,976	\$55,536	\$75,624	\$95,712
22	\$28.51	\$38.71	\$48.92	\$4,940	\$6,710	\$8,480	\$59,280	\$80,520	\$101,760
23	\$30.41	\$41.16	\$51.92	\$5,270	\$7,135	\$9,000	\$63,240	\$85,620	\$108,000
24	\$32.38	\$43.75	\$55.14	\$5,610	\$7,584	\$9,558	\$67,320	\$91,008	\$114,696
25	\$34.53	\$46.56	\$58.59	\$5,984	\$8,070	\$10,156	\$71,808	\$96,840	\$121,872
26	\$43.50	\$60.99	\$78.49	\$7,538	\$10,572	\$13,606	\$90,456	\$126,864	\$163,272