

**SAM HOUSTON STATE UNIVERSITY
PAY GRADE TABLE
Fiscal Year 2019**

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 (based on 12 mth salary)			ANNUALLY		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	\$7.25	\$10.66	\$14.06	\$1,258	\$1,848	\$2,438	\$15,096	\$22,176	\$29,256
2	\$9.86	\$14.59	\$19.32	\$1,708	\$2,530	\$3,350	\$20,496	\$30,360	\$40,200
3	\$10.26	\$15.12	\$19.98	\$1,778	\$2,622	\$3,464	\$21,336	\$31,464	\$41,568
4	\$10.65	\$15.72	\$20.79	\$1,846	\$2,726	\$3,604	\$22,152	\$32,712	\$43,248
5	\$11.07	\$16.32	\$21.58	\$1,918	\$2,830	\$3,742	\$23,016	\$33,960	\$44,904
6	\$11.57	\$17.03	\$22.50	\$2,004	\$2,952	\$3,900	\$24,048	\$35,424	\$46,800
7	\$12.06	\$17.74	\$23.43	\$2,090	\$3,076	\$4,062	\$25,080	\$36,912	\$48,744
8	\$12.59	\$18.55	\$24.50	\$2,182	\$3,216	\$4,248	\$26,184	\$38,592	\$50,976
9	\$13.20	\$19.43	\$25.65	\$2,288	\$3,368	\$4,446	\$27,456	\$40,416	\$53,352
10	\$13.82	\$20.34	\$26.86	\$2,394	\$3,526	\$4,656	\$28,728	\$42,312	\$55,872
11	\$14.54	\$21.39	\$28.23	\$2,520	\$3,708	\$4,894	\$30,240	\$44,496	\$58,728
12	\$15.32	\$22.52	\$29.73	\$2,654	\$3,904	\$5,154	\$31,848	\$46,848	\$61,848
13	\$16.12	\$23.68	\$31.24	\$2,794	\$4,106	\$5,416	\$33,528	\$49,272	\$64,992
14	\$17.05	\$24.98	\$32.90	\$2,954	\$4,330	\$5,704	\$35,448	\$51,960	\$68,448
15	\$18.05	\$26.35	\$34.66	\$3,128	\$4,568	\$6,008	\$37,536	\$54,816	\$72,096
16	\$19.13	\$27.86	\$36.58	\$3,316	\$4,830	\$6,342	\$39,792	\$57,960	\$76,104
17	\$20.29	\$29.43	\$38.57	\$3,516	\$5,102	\$6,686	\$42,192	\$61,224	\$80,232
18	\$22.19	\$32.05	\$41.90	\$3,846	\$5,556	\$7,264	\$46,152	\$66,672	\$87,168
19	\$23.58	\$33.94	\$44.30	\$4,086	\$5,884	\$7,680	\$49,032	\$70,608	\$92,160
20	\$25.11	\$36.03	\$46.96	\$4,352	\$6,246	\$8,140	\$52,224	\$74,952	\$97,680
21	\$26.70	\$38.25	\$49.80	\$4,628	\$6,630	\$8,632	\$55,536	\$79,560	\$103,584
22	\$28.50	\$40.73	\$52.95	\$4,940	\$7,060	\$9,178	\$59,280	\$84,720	\$110,136
23	\$30.41	\$43.30	\$56.19	\$5,270	\$7,506	\$9,740	\$63,240	\$90,072	\$116,880
24	\$32.37	\$46.02	\$59.67	\$5,610	\$7,978	\$10,344	\$67,320	\$95,736	\$124,128
25	\$34.53	\$48.96	\$63.41	\$5,984	\$8,488	\$10,992	\$71,808	\$101,856	\$131,904
26	\$43.49	\$64.22	\$84.95	\$7,538	\$11,132	\$14,726	\$90,456	\$133,584	\$176,712
27	\$54.78	\$84.28	\$113.79	\$9,494	\$14,610	\$19,724	\$113,928	\$175,320	\$236,688
28	\$68.98	\$138.48	\$207.98	\$11,956	\$24,004	\$36,050	\$143,472	\$288,048	\$432,600