

### Administrative Staff Salary Matrix 2022

| Grade | Min     | Hourly | Mid     | Hourly | Max     | Hourly |
|-------|---------|--------|---------|--------|---------|--------|
| 1     | 29,800  | 15.28  | 34,000  | 17.44  | 38,200  | 19.59  |
| 2     | 35,500  | 18.21  | 40,800  | 20.92  | 46,100  | 23.64  |
| 3     | 42,400  | 21.74  | 49,200  | 25.23  | 55,900  | 28.67  |
| 4     | 50,800  | 26.05  | 59,500  | 30.51  | 68,100  | 34.92  |
| 5     | 61,300  |        | 72,300  |        | 83,300  |        |
| 6     | 74,100  |        | 88,200  |        | 102,300 |        |
| 7     | 90,000  |        | 108,000 |        | 126,000 |        |
| 8     | 109,800 |        | 132,900 |        | 155,900 |        |
| 9     | 134,500 |        | 164,100 |        | 193,700 |        |
| 10    | 165,400 |        | 203,500 |        | 241,500 |        |

Salaries are based on 1 FTE (1950 Hours)

## Wesleyan Staff Compensation FAQ's

**Question** - My position is a grade 5. What does that mean?

**Answer** – The salary grade structure is based on market data. Staff positions are benchmarked against similar positions using market data and placed into an appropriate grade using the midpoint as the reference point. If your position is a grade 5, that means that the midpoint for the benchmark job most closely aligned with midpoint of grade 5 on our staff salary structure.

**Question** – I'm in the union. Is my position included in the staff salary pay grades?

**Answer** – No, each union has their own salary structure.

**Question** – What data is used to determine staff salaries?

**Answer** – We use annual market data from several sources including the Colleges and University Professional Association, Sullivan Cotter, Oberlin (library data), CLAC (ITS data), the CT Department of Labor, and other relevant sources.

**Question** – How is my position placed in a particular grade range?

**Answer** – Positions are placed into the grades based on market data. We use compensation survey data to identify wages for similar jobs, called a benchmark job. The market midpoint for the benchmark job is aligned with a midpoint in the WES salary structure and that determines the grade for your position.

Most new hires generally begin at the minimum of the range but sometimes we need to go further into the range based on experience and/or other market factors. For existing staff, length of time in their current job is taken into consideration as we complete the salary analysis. Generally, someone who has been in their job around 10 years should be close to the midpoint of the range.

**Question** – Is my salary capped once I reach the maximum of my grade?

**Answer** – No, you will continue to be eligible for any annual increases.

**Question** - If my salary is over the grade maximum, will my position be put into the next grade?

**Answer** – No. Keep in mind that it's your position that is benchmarked for the pay structure, not your actual salary. In some cases, a staff member's actual salary may exceed the band maximum.