

Hampshire College

Staff Salary Grading Schedule

This staff salary grading schedule was developed in concert with a qualified consultant and through the use of comparative data from CUPA HR and the Greater Pioneer Valley Non-Exempt Salary Survey. All job descriptions were reviewed and graded according to these surveys and considered; work complexity, education, experience, impact and accountability, planning horizon, judgement and problem solving, supervisory responsibilities and required communication skills.

The purpose of this schedule is to provide a system to appropriately “grade” each position within a salary framework that is market referenced and considers both market data and internal equity. Current staff members will be able to use the schedule to tell at a glance, if a newly advertised position represents a promotion or a lateral move. The ranges provided are fairly wide in order to accommodate long-term employees and recognize their higher earnings compared to those most recently hired. This schedule is not designed to guarantee annual pay increases. A new hire can expect a starting salary somewhere in the lower part of the range depending on the position and the experience of the candidate. Staff can expect to be paid within the range for their positions.

Hampshire College Staff Salary Grading Schedule					
Effective July 1, 2016					
grade	Minimum	1st Quartile	Midpoint	3rd Quartile	Maximum
1	\$23,500	\$26,750	\$30,000	\$33,250	\$36,500
2	\$24,500	\$28,701	\$32,901	\$37,102	\$41,302
3	\$27,485	\$32,592	\$37,698	\$42,805	\$47,911
4	\$28,470	\$35,324	\$42,178	\$49,032	\$55,886
5	\$31,800	\$39,853	\$47,907	\$55,960	\$64,013
6	\$37,158	\$46,158	\$55,158	\$64,158	\$73,158
7	\$41,185	\$52,304	\$63,423	\$74,541	\$85,660
8	\$54,268	\$67,332	\$80,397	\$93,461	\$106,526
9	\$63,765	\$79,115	\$94,466	\$109,817	\$125,168
10	\$72,149	\$91,573	\$110,998	\$130,422	\$149,847

The salary structure is based on a 35 hour work week. To calculate an hourly rate take the annual figure and divide it by 1820.

The Salary Grading Schedule above does not include the compensation paid to the President of the College. The factor by which the total compensation of the highest compensated senior administrator, which is the president, exceeds that of the lowest compensated full-time employee (grade-1 minimum above), is 12.89.