



**Hourly Grades and Ranges
Effective- January 1, 2017**

LABOR GRADE	HIRING RANGE – HOURLY POSITIIONS
D	\$11.00-\$11.99
E	\$12.00-\$12.99
F	\$13.00-\$13.99
G	\$14.00-\$14.99
H	\$15.00-\$15.99
I	\$16.00-\$16.99
J	\$17.00-\$17.99

Each hourly (non-exempt) position at the University has been assigned a labor grade. The labor grades and corresponding hiring ranges listed above have been approved by the University. Hiring managers must use these ranges as a guide for making offers of employment and may use their discretion (within the established range). Hiring managers must know what labor grade a position is assigned to before an offer of employment is made. Offers of employment that would exceed these hiring ranges require the written approval of the appropriate member of the President’s Staff and the Assistant Vice President for Human Resources.