

University of Houston-Clear Lake
Support Pay Plan
Pay Grade Structure
Fiscal Year 2019

Standard Hiring Range										
Pay Grade	Minimum		1st Quartile		Midpoint		3rd Quartile		Maximum	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
20	21.11	43,901.71	22.57	46,953.70	24.14	50,217.86	25.71	53,482.02	27.38	56,958.35
19	20.10	41,804.01	21.50	44,710.17	22.99	47,818.37	24.48	50,926.56	26.08	54,236.79
18	19.14	39,818.70	20.47	42,586.84	21.90	45,547.42	23.32	48,508.01	24.84	51,661.03
17	18.23	37,927.03	19.50	40,563.67	20.86	43,383.60	22.21	46,203.53	23.66	49,206.76
16	17.37	36,129.01	18.58	38,640.65	19.87	41,326.90	21.16	44,013.14	22.54	46,874.00
15	16.54	34,405.90	17.69	36,797.76	18.92	39,355.89	20.15	41,914.02	21.46	44,638.43
14	15.75	32,757.71	16.84	35,034.99	18.01	37,470.58	19.19	39,906.16	20.43	42,500.06
13	15.00	31,203.17	16.04	33,372.38	17.16	35,692.38	18.28	38,012.39	19.46	40,483.19
12	14.29	29,723.55	15.28	31,789.90	16.35	33,999.89	17.41	36,209.88	18.54	38,563.52
11	13.61	28,300.12	14.55	30,267.51	15.56	32,371.66	16.57	34,475.82	17.65	36,716.75
10	12.96	26,951.60	13.86	28,825.24	14.82	30,829.14	15.79	32,833.03	16.81	34,967.18
9	12.34	25,659.27	13.19	27,443.07	14.11	29,350.88	15.03	31,258.69	16.01	33,290.50
8	11.74	24,423.13	12.56	26,121.00	13.43	27,936.90	14.30	29,752.79	15.23	31,686.73
7	11.18	23,261.91	11.96	24,879.05	12.79	26,608.61	13.62	28,338.17	14.51	30,180.15
6	10.65	22,156.88	11.39	23,697.19	12.18	25,344.59	12.98	26,991.99	13.82	28,746.47
5	10.15	21,108.03	10.85	22,575.43	11.61	24,144.85	12.36	25,714.26	13.17	27,385.69
4	9.66	20,096.64	10.33	21,493.74	11.05	22,987.95	11.77	24,482.17	12.54	26,073.51
3	9.20	19,141.44	9.84	20,472.13	10.53	21,895.33	11.21	23,318.52	11.94	24,834.23
2	8.77	18,242.43	9.38	19,510.62	10.03	20,866.98	10.68	22,223.33	11.38	23,667.85
1	8.36	17,380.88	8.94	18,589.18	9.56	19,881.47	10.18	21,173.77	10.84	22,550.06

*Some Job Grades may be Exempt or Non-Exempt according to FLSA regulations.

Effective 9/1/2019