

**SAM HOUSTON STATE UNIVERSITY PAY GRADE TABLE**

**Effective April 1, 2023**

The State Social Security Benefit Replacement Pay is included in the pay grade ranges. Table is not reflective of wages for non-benefit eligible positions.

Grade	HOURLY			MONTHLY (based on 12 mth salary)			ANNUALLY		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	\$10.00	\$12.50	\$15.00	\$1,734	\$2,167	\$2,601	\$20,801	\$26,001	\$31,202
2	\$15.00	\$18.75	\$22.50	\$2,601	\$3,251	\$3,901	\$31,202	\$39,002	\$46,802
3	\$15.60	\$19.50	\$23.40	\$2,705	\$3,381	\$4,057	\$32,450	\$40,562	\$48,674
4	\$16.23	\$20.29	\$24.35	\$2,814	\$3,517	\$4,220	\$33,760	\$42,200	\$50,640
5	\$16.88	\$21.10	\$25.32	\$2,926	\$3,658	\$4,389	\$35,112	\$43,890	\$52,668
6	\$17.56	\$21.95	\$26.34	\$3,044	\$3,805	\$4,566	\$36,527	\$45,658	\$54,790
7	\$18.27	\$22.84	\$27.41	\$3,167	\$3,959	\$4,751	\$38,004	\$47,504	\$57,005
8	\$19.19	\$23.99	\$28.79	\$3,327	\$4,158	\$4,990	\$39,917	\$49,896	\$59,876
9	\$20.15	\$25.19	\$30.23	\$3,493	\$4,367	\$5,240	\$41,914	\$52,393	\$62,871
10	\$21.16	\$26.45	\$31.74	\$3,668	\$4,585	\$5,502	\$44,015	\$55,019	\$66,022
11	\$22.22	\$27.78	\$33.33	\$3,852	\$4,815	\$5,778	\$46,220	\$57,775	\$69,330
12	\$23.34	\$29.18	\$35.01	\$4,046	\$5,058	\$6,069	\$48,550	\$60,687	\$72,824
13	\$24.51	\$30.64	\$36.77	\$4,249	\$5,311	\$6,373	\$50,983	\$63,729	\$76,475
14	\$25.98	\$32.48	\$38.97	\$4,504	\$5,630	\$6,756	\$54,041	\$67,551	\$81,061
15	\$27.54	\$34.43	\$41.31	\$4,774	\$5,968	\$7,161	\$57,286	\$71,607	\$85,929
16	\$29.20	\$36.50	\$43.80	\$5,062	\$6,327	\$7,593	\$60,739	\$75,923	\$91,108
17	\$30.96	\$38.70	\$46.44	\$5,367	\$6,709	\$8,050	\$64,400	\$80,500	\$96,599
18	\$32.82	\$41.03	\$49.23	\$5,690	\$7,112	\$8,534	\$68,269	\$85,336	\$102,403
19	\$34.79	\$43.49	\$52.19	\$6,031	\$7,539	\$9,046	\$72,366	\$90,458	\$108,549
20	\$37.23	\$46.54	\$55.85	\$6,454	\$8,067	\$9,681	\$77,442	\$96,802	\$116,163
21	\$39.84	\$49.80	\$59.76	\$6,906	\$8,633	\$10,359	\$82,871	\$103,588	\$124,306
22	\$42.63	\$53.29	\$63.95	\$7,390	\$9,237	\$11,085	\$88,674	\$110,843	\$133,011
23	\$45.62	\$57.03	\$68.43	\$7,908	\$9,885	\$11,862	\$94,894	\$118,617	\$142,340
24	\$48.82	\$61.03	\$73.23	\$8,463	\$10,579	\$12,694	\$101,550	\$126,937	\$152,325
25	\$52.24	\$65.30	\$78.36	\$9,056	\$11,320	\$13,583	\$108,664	\$135,830	\$162,996