

**FY 2018**  
**University of Pennsylvania**  
**SALARY STRUCTURE FOR NON-EXEMPT POSITIONS ONLY**

**Hourly Rates/Salary-35 Hours**

Grade	Min	Hourly	1st Third	Hourly	2nd Third	Hourly	Max	Hourly
<b>27</b>	48,712	26.765	61,702	33.902	74,691	41.039	87,681	48.176
<b>26</b>	41,281	22.682	52,289	28.730	63,298	34.779	74,306	40.827
<b>25</b>	34,984	19.222	44,313	24.348	53,642	29.474	62,970	34.599
<b>24</b>	30,745	16.893	37,919	20.835	45,093	24.776	52,267	28.718
<b>23</b>	26,278	14.439	32,410	17.808	38,542	21.177	44,674	24.546
<b>22</b>	22,851	12.555	28,183	15.485	33,514	18.414	38,846	21.344
<b>21</b>	21,995	12.085	26,028	14.301	30,060	16.517	34,093	18.732

**Hourly Rates/Salary-37.5 Hours**

Grade	Min	Hourly	1st Third	Hourly	2nd Third	Hourly	Max	Hourly
<b>27</b>	52,192	26.765	66,109	33.902	80,026	41.039	93,943	48.176
<b>26</b>	44,230	22.682	56,024	28.730	67,819	34.779	79,613	40.827
<b>25</b>	37,483	19.222	47,479	24.348	57,474	29.474	67,468	34.599
<b>24</b>	32,941	16.893	40,628	20.835	48,313	24.776	56,000	28.718
<b>23</b>	28,156	14.439	34,726	17.808	41,295	21.177	47,865	24.546
<b>22</b>	24,482	12.555	30,196	15.485	35,907	18.414	41,621	21.344
<b>21</b>	23,566	12.085	27,887	14.301	32,208	16.517	36,527	18.732

**Hourly Rates/Salary-40 Hours**

Grade	Min	Hourly	1st Third	Hourly	2nd Third	Hourly	Max	Hourly
<b>27</b>	55,671	26.765	70,516	33.902	85,361	41.039	100,206	48.176
<b>26</b>	47,179	22.682	59,758	28.730	72,340	34.779	84,920	40.827
<b>25</b>	39,982	19.222	50,644	24.348	61,306	29.474	71,966	34.599
<b>24</b>	35,137	16.893	43,337	20.835	51,534	24.776	59,733	28.718
<b>23</b>	30,033	14.439	37,041	17.808	44,048	21.177	51,056	24.546
<b>22</b>	26,114	12.555	32,209	15.485	38,301	18.414	44,396	21.344
<b>21</b>	25,137	12.085	29,746	14.301	34,355	16.517	38,963	18.732

Effective 4/1/2017

IT GRADES A-H

**FY 2018**  
**University of Pennsylvania**  
**Information Technology**  
**Broadband Salary Structure**

<b>Band</b>	<b>Minimum</b>	<b>Top of 1st Third</b>	<b>Top of 2nd Third</b>	<b>Maximum</b>
<b>H</b>	121,904	158,475	195,046	231,617
<b>G</b>	104,191	146,666	189,142	231,617
<b>F</b>	85,403	128,670	171,936	215,203
<b>E</b>	70,002	112,656	155,310	197,964
<b>D</b>	57,379	92,341	127,303	162,265
<b>C</b>	48,712	76,809	104,907	133,004
<b>B</b>	41,281	63,861	86,440	109,020
<b>A</b>	34,984	52,550	70,115	87,681

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**FY 2018**  
**University of Pennsylvania**  
**Salary Structure**

<b>Grade</b>	<b>Minimum</b>	<b>Top of 1st Third</b>	<b>Top of 2nd Third</b>	<b>Maximum</b>
<b>32</b>	121,904	158,475	195,046	231,617
<b>31</b>	104,191	135,449	166,706	197,964
<b>30</b>	85,403	111,024	136,644	162,265
<b>29</b>	70,002	91,003	112,003	133,004
<b>28</b>	57,379	74,593	91,806	109,020
<b>27</b>	48,712	61,702	74,691	87,681
<b>26</b>	41,281	52,289	63,298	74,306
<b>25</b>	34,984	44,313	53,642	62,971
<b>24</b>	30,745	37,919	45,093	52,267
<b>23</b>	26,278	32,410	38,541	44,673
<b>22</b>	22,851	28,183	33,514	38,846
<b>21</b>	21,995	26,028	30,060	34,093

Note: Non-exempt (weekly-paid) staff members' hourly rates can be determined by dividing the annual salary in the above scale by 1820 hours (example: \$21,995 divided by 1820 = \$12.085 hourly). The annual salary for varying work schedules is calculated using the formulas below. Please refer to the non-exempt pay schedule for the complete set of pay scales.

**Annual Salary Calculation:**

**40 hour schedule** 2080 hrs x hrly rate (2080 x \$12.085 = \$25,137 )  
**37.5 hour schedule** 1950 hrs x hrly rate (1950 x \$12.085 = \$23,566 )  
**35 hour schedule** 1820 hrs x hrly rate (1820 x \$12.085 = \$21,995 )

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