

**CALIFORNIA INSTITUTE OF TECHNOLOGY
STAFF PERSONNEL MEMORANDA**

Subject: WAGE AND SALARY ADMINISTRATION RATE RANGES BY GRADE	Memo No. 10-1 Pages: 1 Date: October 1, 2012
Approved by: Julia M. McCallin, Associate Vice President for Human Resources	

(This supersedes Memo No. 10-1, dated 10/1/2011)

1. Policy

Each staff position (excluding executive positions) is assigned to one of the 15 pay ranges (numbered 36 through 50) based on specific market data. Each pay range represents a broad range of pay.

2. Salary Ranges by Grade

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
36	18,720	40,000
37	20,000	55,000
38	22,000	68,000
39	25,000	80,000
40	27,500	90,000
41	35,000	105,000
42	40,000	125,000
43	45,000	145,000
44	60,000	175,000
45	80,000	220,000
46	100,000	270,000
47	120,000	320,000
48	140,000	375,000
49	170,000	420,000
50	200,000	500,000