

**JOHNS HOPKINS UNIVERSITY**  
**Administrative/Technical Operations Role**  
Non-Exempt & Exempt Salary Range Structure  
Effective July 1, 2017

| Range Code | Hourly Rate/Annual Salary | Minimum      | Midpoint     | Maximum      |
|------------|---------------------------|--------------|--------------|--------------|
| <b>OA</b>  | <b>Hourly Rate</b>        | <b>9.98</b>  | <b>13.75</b> | <b>17.51</b> |
|            | 37.5 non-exempt           | 19,461       | 26,813       | 34,145       |
|            | 40 non-exempt             | 20,758       | 28,600       | 36,421       |
|            | Exempt                    | 20,758       | 28,600       | 36,421       |
| <b>OB</b>  | <b>Hourly Rate</b>        | <b>11.40</b> | <b>15.65</b> | <b>19.89</b> |
|            | 37.5 non-exempt           | 22,230       | 30,518       | 38,786       |
|            | 40 non-exempt             | 23,712       | 32,552       | 41,371       |
|            | Exempt                    | 23,712       | 32,552       | 41,371       |
| <b>OC</b>  | <b>Hourly Rate</b>        | <b>12.97</b> | <b>17.87</b> | <b>22.77</b> |
|            | 37.5 non-exempt           | 25,292       | 34,847       | 44,402       |
|            | 40 non-exempt             | 26,978       | 37,170       | 47,362       |
|            | Exempt                    | 26,978       | 37,170       | 47,362       |
| <b>OD</b>  | <b>Hourly Rate</b>        | <b>14.81</b> | <b>20.38</b> | <b>25.95</b> |
|            | 37.5 non-exempt           | 28,880       | 39,741       | 50,603       |
|            | 40 non-exempt             | 30,805       | 42,390       | 53,976       |
|            | Exempt                    | 30,805       | 42,390       | 53,976       |
| <b>OE</b>  | <b>Hourly Rate</b>        | <b>16.91</b> | <b>23.25</b> | <b>29.58</b> |
|            | 37.5 non-exempt           | 32,975       | 45,338       | 57,681       |
|            | 40 non-exempt             | 35,173       | 48,360       | 61,526       |
|            | Exempt                    | 35,173       | 48,360       | 61,526       |
| <b>OF</b>  | <b>Hourly Rate</b>        | <b>19.24</b> | <b>26.47</b> | <b>33.69</b> |
|            | 37.5 non-exempt           | 37,518       | 51,617       | 65,696       |
|            | 40 non-exempt             | 40,019       | 55,058       | 70,075       |
|            | Exempt                    | 40,019       | 55,058       | 70,075       |
| <b>OG</b>  | <b>Hourly Rate</b>        | <b>21.93</b> | <b>30.18</b> | <b>38.42</b> |
|            | 37.5 non-exempt           | 42,764       | 58,851       | 74,919       |
|            | 40 non-exempt             | 45,614       | 62,774       | 79,914       |
|            | Exempt                    | 45,614       | 62,774       | 79,914       |
| <b>OH</b>  | <b>Hourly Rate</b>        | <b>25.03</b> | <b>34.42</b> | <b>43.80</b> |
|            | 37.5 non-exempt           | 48,809       | 67,119       | 85,410       |
|            | 40 non-exempt             | 52,062       | 71,594       | 91,104       |
|            | Exempt                    | 52,062       | 71,594       | 91,104       |
| <b>OI</b>  | <b>Hourly Rate</b>        | <b>28.57</b> | <b>39.27</b> | <b>49.96</b> |
|            | 37.5 non-exempt           | 55,712       | 76,577       | 97,422       |
|            | 40 non-exempt             | 59,426       | 81,682       | 103,917      |
|            | Exempt                    | 59,426       | 81,682       | 103,917      |

Notes:

- (1) The university is committed to paying no less than \$ 12.51 per hour for its full time, part time and limited time staff effective July 1, 2017. No full time, part time, or limited time staff should make less than \$ 12.51 per hour.
- (2) The Federal minimum wage is \$ 7.25 per hour effective July 24, 2009.
- (3) The State of Maryland minimum wage is \$ 9.25 per hour for calendar year 2017 and will increase to \$10.10 for calendar year 2018. The local minimum wage for Montgomery County is \$11.50 per hour effective July 1, 2017. The local minimum wage for Prince George County is \$10.50 per hour effective October 1, 2016 and will increase to 11.50 effective 10/1/2017.
- (4) Effective July 1, 2017, the minimum wage for the District of Columbia is \$ 12.50 per hour.
- (5) For other state or local minimum wage rates, please consult with your Human Resources representative.