



Classified Pay Rates Effective September 1, 2023							
Pay Grade	Minimum Rate	Maximum Rate	Starting Pay 1 Year Experience	Starting Pay 2 Year Experience	Starting Pay 3 Year Experience	Starting Pay 4 Year Experience	Starting Pay 5 Year Experience
21	\$11.41	\$16.79	\$11.63	\$11.84	\$12.05	\$12.26	\$12.47
22	\$12.57	\$18.48	\$12.80	\$13.03	\$13.27	\$13.50	\$13.73
23	\$13.82	\$20.33	\$14.08	\$14.34	\$14.59	\$14.85	\$15.10
24	\$15.19	\$22.34	\$15.48	\$15.76	\$16.04	\$16.32	\$16.60
25	\$16.72	\$24.58	\$17.03	\$17.34	\$17.65	\$17.96	\$18.26
26	\$18.38	\$27.05	\$18.73	\$19.07	\$19.41	\$19.75	\$20.09
27	\$20.23	\$29.74	\$20.61	\$20.98	\$21.35	\$21.72	\$22.10
28	\$22.25	\$32.73	\$22.67	\$23.08	\$23.49	\$23.90	\$24.31
29	\$24.47	\$35.98	\$24.93	\$25.38	\$25.83	\$26.28	\$26.73
30	\$26.91	\$39.58	\$27.42	\$27.91	\$28.41	\$28.91	\$29.40
31	\$29.61	\$43.55	\$30.17	\$30.71	\$31.26	\$31.80	\$32.35
32	\$32.58	\$47.89	\$33.19	\$33.79	\$34.39	\$34.99	\$35.59
33	\$35.83	\$52.70	\$36.50	\$37.16	\$37.82	\$38.48	\$39.14

All Pay Grades are 120 days probationary
 The minimum and maximum rates will be reviewed on a regular basis and compared to the market. Adjustments will be made to the ranges as necessary to maintain BGSU's competitive position in the market.