



| Classified Pay Rates<br>Effective September 1, 2022 |              |              | New Hire Starting Rates by Years of Experience |                                      |                                      |                                      |                                      |
|---|--------------|--------------|--|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| Pay Grade   | Minimum Rate | Maximum Rate | Starting Pay<br>1 Year<br>Experience           | Starting Pay<br>2 Year<br>Experience | Starting Pay<br>3 Year<br>Experience | Starting Pay<br>4 Year<br>Experience | Starting Pay<br>5 Year<br>Experience |
| 20  | \$10.15      | \$14.92      | \$10.34  | \$10.53                              | \$10.72                              | \$10.91                              | \$11.10                              |
| 21  | \$11.16      | \$16.42      | \$11.37  | \$11.58                              | \$11.79                              | \$12.00                              | \$12.21                              |
| 22  | \$12.29      | \$18.07      | \$12.52  | \$12.75                              | \$12.98                              | \$13.21                              | \$13.45                              |
| 23  | \$13.52      | \$19.88      | \$13.77  | \$14.03                              | \$14.28                              | \$14.54                              | \$14.79                              |
| 24  | \$14.86      | \$21.85      | \$15.14  | \$15.42                              | \$15.70                              | \$15.98                              | \$16.26                              |
| 25  | \$16.35      | \$24.04      | \$16.66  | \$16.97                              | \$17.27                              | \$17.58                              | \$17.89                              |
| 26  | \$17.98      | \$26.45      | \$18.32  | \$18.66                              | \$19.00                              | \$19.34                              | \$19.67                              |
| 27  | \$19.78      | \$29.09      | \$20.15  | \$20.52                              | \$20.90                              | \$21.27                              | \$21.64                              |
| 28  | \$21.76      | \$32.01      | \$22.17  | \$22.58                              | \$22.99                              | \$23.40                              | \$23.81                              |
| 29  | \$23.93      | \$35.19      | \$24.38  | \$24.83                              | \$25.28                              | \$25.73                              | \$26.18                              |
| 30  | \$26.32      | \$38.71      | \$26.82  | \$27.31                              | \$27.81                              | \$28.30                              | \$28.80                              |
| 31  | \$28.96      | \$42.59      | \$29.51  | \$30.05                              | \$30.60                              | \$31.14                              | \$31.69                              |
| 32  | \$31.86      | \$46.84      | \$32.46  | \$33.06                              | \$33.66                              | \$34.26                              | \$34.86                              |
| 33  | \$35.04      | \$51.54      | \$35.70  | \$36.36                              | \$37.02                              | \$37.68                              | \$38.34                              |

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.