



Classified Pay Rates
Effective September 1, 2025

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	\$11.99	\$17.64	\$12.21	\$12.44	\$12.66	\$12.88	\$13.10
22	\$13.20	\$19.41	\$13.45	\$13.69	\$13.94	\$14.18	\$14.42
23	\$14.52	\$21.36	\$14.80	\$15.07	\$15.33	\$15.60	\$15.86
24	\$15.96	\$23.47	\$16.26	\$16.56	\$16.85	\$17.14	\$17.44
25	\$17.56	\$25.82	\$17.89	\$18.22	\$18.54	\$18.87	\$19.19
26	\$19.31	\$28.42	\$19.68	\$20.03	\$20.39	\$20.75	\$21.10
27	\$21.25	\$31.25	\$21.65	\$22.04	\$22.43	\$22.82	\$23.22
28	\$23.38	\$34.39	\$23.82	\$24.25	\$24.68	\$25.11	\$25.54
29	\$25.71	\$37.80	\$26.19	\$26.66	\$27.14	\$27.61	\$28.08
30	\$28.27	\$41.58	\$28.81	\$29.33	\$29.85	\$30.37	\$30.89
31	\$31.11	\$45.75	\$31.70	\$32.27	\$32.84	\$33.41	\$33.99
32	\$34.23	\$50.32	\$34.87	\$35.50	\$36.13	\$36.76	\$37.38
33	\$37.64	\$55.37	\$38.35	\$39.04	\$39.74	\$40.43	\$41.12

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.