

**JOHNS HOPKINS UNIVERSITY**  
**Administrative/Technical Operations Role**  
Non-Exempt & Exempt Salary Range Structure  
Effective July 1, 2023

Range Code	Hourly Rate/Annual Salary	Minimum	Midpoint	Maximum
<b>OA</b>	<b>Hourly Rate</b>	<b>15.00</b>	<b>17.00</b>	<b>19.00</b>
	37.5 non-exempt	29,250	33,150	37,050
	40 non-exempt	31,200	35,360	39,520
	Exempt	31,200	35,360	39,520
<b>OB</b>	<b>Hourly Rate</b>	<b>15.25</b>	<b>18.63</b>	<b>22.00</b>
	37.5 non-exempt	29,738	36,319	42,900
	40 non-exempt	31,720	38,740	45,760
	Exempt	31,720	38,740	45,760
<b>OC</b>	<b>Hourly Rate</b>	<b>15.50</b>	<b>20.25</b>	<b>25.00</b>
	37.5 non-exempt	30,225	39,488	48,750
	40 non-exempt	32,240	42,120	52,000
	Exempt	32,240	42,120	52,000
<b>OD</b>	<b>Hourly Rate</b>	<b>16.00</b>	<b>22.25</b>	<b>28.50</b>
	37.5 non-exempt	31,200	43,388	55,575
	40 non-exempt	33,280	46,280	59,280
	Exempt	33,280	46,280	59,280
<b>OE</b>	<b>Hourly Rate</b>	<b>18.00</b>	<b>25.75</b>	<b>33.50</b>
	37.5 non-exempt	35,100	50,213	65,325
	40 non-exempt	37,440	53,560	69,680
	Exempt	37,440	53,560	69,680
<b>OF</b>	<b>Hourly Rate</b>	<b>21.00</b>	<b>28.75</b>	<b>36.50</b>
	37.5 non-exempt	40,950	56,063	71,175
	40 non-exempt	43,680	59,800	75,920
	Exempt	43,680	59,800	75,920
<b>OG</b>	<b>Hourly Rate</b>	<b>24.00</b>	<b>33.00</b>	<b>42.00</b>
	37.5 non-exempt	46,800	64,350	81,900
	40 non-exempt	49,920	68,640	87,360
	Exempt	49,920	68,640	87,360
<b>OH</b>	<b>Hourly Rate</b>	<b>27.00</b>	<b>37.50</b>	<b>48.00</b>
	37.5 non-exempt	52,650	73,125	93,600
	40 non-exempt	56,160	78,000	99,840
	Exempt	56,160	78,000	99,840
<b>OI</b>	<b>Hourly Rate</b>	<b>30.75</b>	<b>42.38</b>	<b>54.00</b>
	37.5 non-exempt	59,963	82,631	105,300
	40 non-exempt	63,960	88,140	112,320
	Exempt	63,960	88,140	112,320

**Notes:**

- (1) The university is committed to paying no less than \$ 15 per hour for all staff effective July 1, 2021. No University employee should make less than \$15 per hour.
- (2) The Federal minimum wage is \$ 7.25 per hour effective July 24, 2009.
- (3) The State of Maryland minimum wage is \$ 13.25 per hour effective January 1, 2023.
- (4) Effective July 1, 2023, the minimum wage for the District of Columbia is \$17.00 per hour.
- (5) For other state or local minimum wage rates, please consult with your Human Resources representative.