

# Staff Salary Structure (non-union positions)

## Salary ranges are associated with each band

- Skidmore College has established a salary structure for grouping positions in Position Bands. Each Band has a salary range identified by a minimum or starting and a midpoint. The midpoint of the range indicates the median of the “market”. Under Skidmore’s compensation goals and objectives, no maximum or salary limit is imposed at the high end of the salary range. A salary maximum is used for reference purposes only by Human Resources.
- Salary ranges for all Position Bands are reviewed periodically (typically every 3-4 years) and adjusted in concert with pay increases granted by the College, internal equity, external market conditions and the institution’s financial status. Periodic salary structure reviews are conducted by Human Resources as a part of this process.
- A person’s pay rate is determined in relation to the range midpoint and taking into consideration time in position. Given at least satisfactory performance, currently a staff member can expect to get to the midpoint by year 7.

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## The creation of the salary ranges

- Survey data from comparator markets are used to analyze the appropriate “market” pay rate for a given job. We participate in local surveys when possible. The national higher education HR association - CUPA-HR (College and University Professional Association for Human Resources) - conducts annual surveys in which we participate. Their surveys cover over 500 staff jobs in higher education. We also use survey data from general industry companies.
- Salary ranges are analyzed every 3 or 4 years where we compare our position pay rates to like positions in compensation surveys. Survey data is used to determine pay ranges.

# Staff Salary Ranges FY22-23

Salary Structure Summary				
Salary Grade	Minimum	Midpoint	Hourly Minimum (1820)	Hourly Midpoint (1820)
Staff.110	\$31,300	\$37,500	\$17.20	\$20.60
Staff.120	\$36,800	\$44,150	\$20.22	\$24.26
Staff.130	\$42,400	\$53,000	\$23.30	\$29.12
Staff.140	\$53,100	\$66,350	\$29.18	\$36.46
Staff.150	\$62,200	\$80,850	\$34.18	\$44.42
Staff.160	\$80,900	\$105,150	\$44.45	\$57.77
Staff.170	\$113,200	\$147,150	\$62.20	\$80.85
Staff.180	\$158,500	\$206,000	\$87.09	\$113.19

\*Salaries and hourly rates reflect a typical 35 hours per week position.