

Middlebury College Staff Pay Ranges

Salary Structure A

(Standard structure for staff jobs)

Hourly Rates

Band/ Level	Lower Third		Middle Third		Upper Third	
AD2	\$ 48.04	\$ 61.64	\$ 61.65	\$ 75.26	\$ 75.27	\$ 88.87
AD1	\$ 37.39	\$ 47.97	\$ 47.98	\$ 58.57	\$ 58.58	\$ 69.16
MG3	\$ 31.35	\$ 39.18	\$ 39.19	\$ 47.02	\$ 47.03	\$ 54.86
MG2	\$ 27.65	\$ 34.55	\$ 34.56	\$ 41.47	\$ 41.48	\$ 48.38
MG1	\$ 24.00	\$ 29.99	\$ 30.00	\$ 36.00	\$ 36.01	\$ 42.00
SP4	\$ 28.71	\$ 34.92	\$ 34.93	\$ 41.16	\$ 41.17	\$ 47.38
SP3	\$ 22.98	\$ 27.95	\$ 27.96	\$ 32.94	\$ 32.95	\$ 37.92
SP2	\$ 19.13	\$ 23.26	\$ 23.27	\$ 27.42	\$ 27.43	\$ 31.56
SP1	\$ 15.68	\$ 19.07	\$ 19.08	\$ 22.47	\$ 22.48	\$ 25.87
OP4	\$ 19.53	\$ 23.43	\$ 23.44	\$ 27.34	\$ 27.35	\$ 31.25
OP3 ³	\$ 15.22	\$ 18.25	\$ 18.26	\$ 21.31	\$ 21.32	\$ 24.35
OP2 ²	\$ 12.07	\$ 14.48	\$ 14.49	\$ 16.90	\$ 16.91	\$ 19.32
OP1 ¹	\$ 11.00	\$ 12.52	\$ 12.53	\$ 14.05	\$ 14.06	\$ 15.58

Annual Salaries (based on 2,015 hours per year)

Band/ Level	Lower Third		Middle Third		Upper Third	
AD2	96,800.60	124,224.74	124,224.75	151,648.90	151,648.91	179,073.05
AD1	75,340.85	96,679.69	96,679.70	118,018.55	118,018.56	139,357.40
MG3	63,170.25	78,961.12	78,961.13	94,752.02	94,752.03	110,542.90
MG2	55,714.75	69,638.39	69,638.40	83,562.05	83,562.06	97,485.70
MG1	48,360.00	60,449.99	60,450.00	72,540.00	72,540.01	84,630.00
SP4	57,850.65	70,390.66	70,390.67	82,930.68	82,930.69	95,470.70
SP3	46,304.70	56,339.39	56,339.40	66,374.10	66,374.11	76,408.80
SP2	38,546.95	46,895.76	46,895.77	55,244.58	55,244.59	63,593.40
SP1	31,595.20	38,439.47	38,439.48	45,283.77	45,283.78	52,128.05
OP4	39,352.95	47,224.87	47,224.88	55,096.82	55,096.83	62,968.75
OP3 ³	30,668.30	36,800.61	36,800.62	42,932.93	42,932.94	49,065.25
OP2 ²	24,321.05	29,190.62	29,190.63	34,060.22	34,060.23	38,929.80
OP1 ¹	22,165.00	25,241.22	25,241.23	28,317.47	28,317.48	31,393.70

Footnotes

- ¹ Hiring Minimum for BENEFITS ELIGIBLE OP1 employees is \$14.00/hour or \$28,210 annually (for 2015 hour schedule)
- ² Hiring Minimum for BENEFITS ELIGIBLE OP2 employees is \$15.00/hour or \$30,225 annually (for 2015 hour schedule)
- ³ Hiring Minimum for BENEFITS ELIGIBLE OP3 employees is \$16.00/hour or \$32,240 annually (for 2015 hour schedule)

Salary Structure B

(Applies to a select group of staff jobs with unique salary market considerations)

Hourly Rates

Band/ Level	Lower Third		Middle Third		Upper Third	
AD2-B	\$ 58.53	\$ 73.15	\$ 73.16	\$ 87.80	\$ 87.81	\$ 102.43
AD1-B	\$ 53.77	\$ 62.72	\$ 62.73	\$ 71.69	\$ 71.70	\$ 80.65
MG3-B	\$ 39.16	\$ 48.94	\$ 48.95	\$ 58.73	\$ 58.74	\$ 68.52
MG2-B	\$ 36.47	\$ 42.54	\$ 42.55	\$ 48.63	\$ 48.64	\$ 54.71
MG1-B	\$ 32.57	\$ 37.99	\$ 38.00	\$ 43.42	\$ 43.43	\$ 48.85
SP4-B	\$ 30.38	\$ 37.97	\$ 37.98	\$ 45.57	\$ 45.58	\$ 53.17
SP3-B	\$ 28.30	\$ 33.01	\$ 33.02	\$ 37.73	\$ 37.74	\$ 42.45
SP2-B	\$ 25.72	\$ 30.00	\$ 30.01	\$ 34.29	\$ 34.30	\$ 38.58
SP1-B	\$ 23.44	\$ 27.34	\$ 27.35	\$ 31.25	\$ 31.26	\$ 35.16
OP4-B	\$ 25.39	\$ 31.73	\$ 31.74	\$ 38.08	\$ 38.09	\$ 44.43
OP3-B	\$ 19.78	\$ 23.07	\$ 23.08	\$ 26.37	\$ 26.38	\$ 29.67
OP2-B	Not applicable					
OP1-B	Not applicable					

Annual Salaries (based on 2,015 hours per year)

Band/ Level	Lower Third		Middle Third		Upper Third	
AD2-B	117,937.95	147,424.11	147,424.12	176,910.28	176,910.29	206,396.45
AD1-B	108,346.55	126,400.94	126,400.95	144,455.35	144,455.36	162,509.75
MG3-B	78,907.40	98,627.52	98,627.53	118,347.67	118,347.68	138,067.80
MG2-B	73,487.05	85,738.24	85,738.25	97,989.45	97,989.46	110,240.65
MG1-B	65,628.55	76,563.27	76,563.28	87,498.02	87,498.03	98,432.75
SP4-B	61,215.70	76,522.97	76,522.98	91,830.27	91,830.28	107,137.55
SP3-B	57,024.50	66,528.57	66,528.58	76,032.67	76,032.68	85,536.75
SP2-B	51,825.80	60,463.42	60,463.43	69,101.07	69,101.08	77,738.70
SP1-B	47,231.60	55,103.52	55,103.53	62,975.47	62,975.48	70,847.40
OP4-B	51,160.85	63,949.37	63,949.38	76,737.92	76,737.93	89,526.45
OP3-B	39,856.70	46,499.47	46,499.48	53,142.27	53,142.28	59,785.05
OP2-B	Not applicable					
OP1-B	Not applicable					

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