

**JOHNS HOPKINS UNIVERSITY**  
**Academic/Clinical/Research Operations Role**  
Non-Exempt & Exempt Salary Range Structure  
Effective July 1, 2025

| Range Code | Hourly Rate/Annual Salary | Minimum      | Midpoint     | Maximum      |
|------------|---------------------------|--------------|--------------|--------------|
| <b>CA</b>  | <b>Hourly Rate</b>        | <b>15.00</b> | <b>17.70</b> | <b>20.25</b> |
|            | 37.5 non-exempt           | 29,250       | 34,515       | 39,488       |
|            | 40 non-exempt             | 31,200       | 36,816       | 42,120       |
|            | Exempt                    | 31,200       | 36,816       | 42,120       |
| <b>CB</b>  | <b>Hourly Rate</b>        | <b>15.40</b> | <b>19.30</b> | <b>23.25</b> |
|            | 37.5 non-exempt           | 30,030       | 37,635       | 45,338       |
|            | 40 non-exempt             | 32,032       | 40,144       | 48,360       |
|            | Exempt                    | 32,032       | 40,144       | 48,360       |
| <b>CC</b>  | <b>Hourly Rate</b>        | <b>15.70</b> | <b>21.00</b> | <b>26.25</b> |
|            | 37.5 non-exempt           | 30,615       | 40,950       | 51,188       |
|            | 40 non-exempt             | 32,656       | 43,680       | 54,600       |
|            | Exempt                    | 32,656       | 43,680       | 54,600       |
| <b>CD</b>  | <b>Hourly Rate</b>        | <b>17.20</b> | <b>23.75</b> | <b>30.30</b> |
|            | 37.5 non-exempt           | 33,540       | 46,313       | 59,085       |
|            | 40 non-exempt             | 35,776       | 49,400       | 63,024       |
|            | Exempt                    | 35,776       | 49,400       | 63,024       |
| <b>CE</b>  | <b>Hourly Rate</b>        | <b>19.75</b> | <b>27.50</b> | <b>35.35</b> |
|            | 37.5 non-exempt           | 38,513       | 53,625       | 68,933       |
|            | 40 non-exempt             | 41,080       | 57,200       | 73,528       |
|            | Exempt                    | 41,080       | 57,200       | 73,528       |
| <b>CF</b>  | <b>Hourly Rate</b>        | <b>22.75</b> | <b>31.60</b> | <b>40.50</b> |
|            | 37.5 non-exempt           | 44,363       | 61,620       | 78,975       |
|            | 40 non-exempt             | 47,320       | 65,728       | 84,240       |
|            | Exempt                    | 47,320       | 65,728       | 84,240       |
| <b>CG</b>  | <b>Hourly Rate</b>        | <b>26.00</b> | <b>35.75</b> | <b>45.50</b> |
|            | 37.5 non-exempt           | 50,700       | 69,713       | 88,725       |
|            | 40 non-exempt             | 54,080       | 74,360       | 94,640       |
|            | Exempt                    | 54,080       | 74,360       | 94,640       |
| <b>CH</b>  | <b>Hourly Rate</b>        | <b>29.80</b> | <b>41.25</b> | <b>52.50</b> |
|            | 37.5 non-exempt           | 58,110       | 80,438       | 102,375      |
|            | 40 non-exempt             | 61,984       | 85,800       | 109,200      |
|            | Exempt                    | 61,984       | 85,800       | 109,200      |

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 \$ 15 per hour effective January 1, 2024.

(4) Effective July 1, 2025, the minimum wage for the District of Columbia is \$17.95 per hour.

(5) For other state or local minimum wage rates, please consult with your Human Resources representative.