

JOHNS HOPKINS UNIVERSITY
Administrative/Technical Operations Role
Non-Exempt & Exempt Salary Range Structure
Effective July 1, 2025

Range Code	Hourly Rate/Annual Salary	Minimum	Midpoint	Maximum
OA	Hourly Rate	15.00	17.20	19.20
	37.5 non-exempt	29,250	33,540	37,440
	40 non-exempt	31,200	35,776	39,936
	Exempt	31,200	35,776	39,936
OB	Hourly Rate	15.40	18.85	22.25
	37.5 non-exempt	30,030	36,758	43,388
	40 non-exempt	32,032	39,208	46,280
	Exempt	32,032	39,208	46,280
OC	Hourly Rate	15.70	20.50	25.25
	37.5 non-exempt	30,615	39,975	49,238
	40 non-exempt	32,656	42,640	52,520
	Exempt	32,656	42,640	52,520
OD	Hourly Rate	16.20	22.50	28.80
	37.5 non-exempt	31,590	43,875	56,160
	40 non-exempt	33,696	46,800	59,904
	Exempt	33,696	46,800	59,904
OE	Hourly Rate	18.20	26.00	33.90
	37.5 non-exempt	35,490	50,700	66,105
	40 non-exempt	37,856	54,080	70,512
	Exempt	37,856	54,080	70,512
OF	Hourly Rate	21.25	29.05	36.90
	37.5 non-exempt	41,438	56,648	71,955
	40 non-exempt	44,200	60,424	76,752
	Exempt	44,200	60,424	76,752
OG	Hourly Rate	24.25	33.40	42.50
	37.5 non-exempt	47,288	65,130	82,875
	40 non-exempt	50,440	69,472	88,400
	Exempt	50,440	69,472	88,400
OH	Hourly Rate	27.25	37.90	48.50
	37.5 non-exempt	53,138	73,905	94,575
	40 non-exempt	56,680	78,832	100,880
	Exempt	56,680	78,832	100,880
OI	Hourly Rate	31.10	42.80	54.50
	37.5 non-exempt	60,645	83,460	106,275
	40 non-exempt	64,688	89,024	113,360
	Exempt	64,688	89,024	113,360

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.