

Approvals Required		Unit Head				HR and Vice Chancellor/Dean/Designee or Director/Designee			
Grade	Pay Type	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
<i>See footnote below for budgeted employee pay approvals for pay grades 1-7.</i>									
1	Hourly	\$7.25	\$8.85	\$8.86	\$10.46	\$10.47	\$12.06	\$12.07	\$13.66
	Annual	\$15,120.00	\$18,443.25	\$18,443.26	\$21,766.50	\$21,766.51	\$25,089.75	\$25,089.76	\$28,413.00
2	Hourly	\$8.53	\$10.31	\$10.32	\$12.09	\$12.10	\$13.86	\$13.87	\$15.64
	Annual	\$17,745.00	\$21,442.50	\$21,442.51	\$25,140.00	\$25,140.01	\$28,837.50	\$28,837.51	\$32,535.00
3	Hourly	\$9.79	\$11.83	\$11.84	\$13.87	\$13.88	\$15.91	\$15.92	\$17.95
	Annual	\$20,370.00	\$24,612.50	\$24,612.51	\$28,855.00	\$28,855.01	\$33,097.50	\$33,097.51	\$37,340.00
4	Hourly	\$10.32	\$13.01	\$13.02	\$15.70	\$15.71	\$18.39	\$18.40	\$21.08
	Annual	\$21,462.00	\$27,056.00	\$27,056.01	\$32,650.00	\$32,650.01	\$38,244.00	\$38,244.01	\$43,838.00
5	Hourly	\$11.50	\$14.50	\$14.51	\$17.50	\$17.51	\$20.49	\$20.50	\$23.49
	Annual	\$23,912.00	\$30,146.25	\$30,146.26	\$36,380.50	\$36,380.51	\$42,614.75	\$42,614.76	\$48,849.00
6	Hourly	\$13.01	\$16.40	\$16.41	\$19.80	\$19.81	\$23.19	\$23.20	\$26.58
	Annual	\$27,062.00	\$34,116.00	\$34,116.01	\$41,170.00	\$41,170.01	\$48,224.00	\$48,224.01	\$55,278.00
7	Hourly	\$14.53	\$18.32	\$18.33	\$22.11	\$22.12	\$25.89	\$25.90	\$29.68
	Annual	\$30,212.00	\$38,091.50	\$38,091.51	\$45,971.00	\$45,971.01	\$53,850.50	\$53,850.51	\$61,730.00
8	Hourly	\$16.04	\$20.22	\$20.23	\$24.41	\$24.42	\$28.59	\$28.60	\$32.77
	Annual	\$33,362.00	\$42,061.50	\$42,061.51	\$50,761.00	\$50,761.01	\$59,460.50	\$59,460.51	\$68,160.00
9	Hourly	\$17.55	\$22.13	\$22.14	\$26.71	\$26.72	\$31.28	\$31.29	\$35.86
	Annual	\$36,512.00	\$46,031.25	\$46,031.26	\$55,550.50	\$55,550.51	\$65,069.75	\$65,069.76	\$74,589.00
10	Hourly	\$19.57	\$24.68	\$24.69	\$29.78	\$29.79	\$34.89	\$34.90	\$39.99
	Annual	\$40,712.00	\$51,326.25	\$51,326.26	\$61,940.50	\$61,940.51	\$72,554.75	\$72,554.76	\$83,169.00
11	Hourly	\$21.59	\$27.22	\$27.23	\$32.85	\$32.86	\$38.48	\$38.49	\$44.11
	Annual	\$44,912.00	\$56,621.25	\$56,621.26	\$68,330.50	\$68,330.51	\$80,039.75	\$80,039.76	\$91,749.00
12	Hourly	\$24.12	\$30.41	\$30.42	\$36.70	\$36.71	\$42.98	\$42.99	\$49.27
	Annual	\$50,162.00	\$63,241.50	\$63,241.51	\$76,321.00	\$76,321.01	\$89,400.50	\$89,400.51	\$102,480.00
13	Hourly	\$26.64	\$33.59	\$33.60	\$40.54	\$40.55	\$47.48	\$47.49	\$54.43
	Annual	\$55,412.00	\$69,861.50	\$69,861.51	\$84,311.00	\$84,311.01	\$98,760.50	\$98,760.51	\$113,210.00
14	Hourly	\$29.33	\$36.98	\$36.99	\$44.63	\$44.64	\$52.28	\$52.29	\$59.93
	Annual	\$61,012.00	\$76,921.50	\$76,921.51	\$92,831.00	\$92,831.01	\$108,740.50	\$108,740.51	\$124,650.00
15	Hourly	\$32.70	\$41.23	\$41.24	\$49.75	\$49.76	\$58.28	\$58.29	\$66.80
	Annual	\$68,012.00	\$85,746.50	\$85,746.51	\$103,481.00	\$103,481.01	\$121,215.50	\$121,215.51	\$138,950.00
16	Hourly	\$36.06	\$45.47	\$45.48	\$54.87	\$54.88	\$64.28	\$64.29	\$73.68
	Annual	\$75,012.00	\$94,571.50	\$94,571.51	\$114,131.00	\$114,131.01	\$133,690.50	\$133,690.51	\$153,250.00
17	Hourly	\$40.10	\$50.56	\$50.57	\$61.02	\$61.03	\$71.47	\$71.48	\$81.93
	Annual	\$83,412.00	\$105,161.50	\$105,161.51	\$126,911.00	\$126,911.01	\$148,660.50	\$148,660.51	\$170,410.00
18	Hourly	\$44.14	\$55.65	\$55.66	\$67.16	\$67.17	\$78.67	\$78.68	\$90.18
	Annual	\$91,812.00	\$115,751.50	\$115,751.51	\$139,691.00	\$139,691.01	\$163,630.50	\$163,630.51	\$187,570.00
19	Hourly	\$48.68	\$61.37	\$61.38	\$74.07	\$74.08	\$86.76	\$86.77	\$99.45
	Annual	\$101,262.00	\$127,661.00	\$127,661.01	\$154,060.00	\$154,060.01	\$180,459.00	\$180,459.01	\$206,858.00
20	Hourly	\$53.23	\$67.11	\$67.12	\$80.99	\$81.00	\$94.86	\$94.87	\$108.74
	Annual	\$110,712.00	\$139,576.25	\$139,576.26	\$168,440.50	\$168,440.51	\$197,304.75	\$197,304.76	\$226,169.00
21	Hourly	\$58.28	\$73.47	\$73.48	\$88.67	\$88.68	\$103.86	\$103.87	\$119.05
	Annual	\$121,212.00	\$152,816.50	\$152,816.51	\$184,421.00	\$184,421.01	\$216,025.50	\$216,025.51	\$247,630.00
22	Hourly	\$63.32	\$79.83	\$79.84	\$96.34	\$96.35	\$112.85	\$112.86	\$129.36
	Annual	\$131,712.00	\$166,051.25	\$166,051.26	\$200,390.50	\$200,390.51	\$234,729.75	\$234,729.76	\$269,069.00
23	Hourly	\$70.05	\$88.32	\$88.33	\$106.58	\$106.59	\$124.85	\$124.86	\$143.11
	Annual	\$145,712.00	\$183,701.25	\$183,701.26	\$221,690.50	\$221,690.51	\$259,679.75	\$259,679.76	\$297,669.00

**Guidance for Pay Grades 1-7 for Budgeted Employees:** Unit Head has approval for up to 10% above the established minimum pay rates for AgriLife Research and Extension companies. Pay rates greater than 10% or above quartile 2, whichever is greater will require HR and Vice Chancellor/Dean/Designee or Director/Designee approval.

**AgriLife Research Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions is \$45,000 annually. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**AgriLife Extension Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions in the Bryan/College Station area is \$45,000 annually. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**Student Employee Pay Scale:** Refer to <https://employees.tamu.edu/jobsforaggies/on-campus-employers.html> for student and non-affiliated student employee pay scale.

Information Technology Titles									
Approvals Required		Unit Head				HR and Vice Chancellor/Dean/Designee or Director/Designee			
Grade	Pay Type	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
<i>See footnote below for budgeted employee pay approvals for pay grades 57-65.</i>									
57	Hourly	\$7.88	\$9.38	\$9.39	\$10.88	\$10.89	\$12.37	\$12.38	\$13.87
	Annual	\$16,390.00	\$19,505.50	\$19,505.51	\$22,621.00	\$22,621.01	\$25,736.50	\$25,736.51	\$28,852.00
58	Hourly	\$8.67	\$10.32	\$10.33	\$11.97	\$11.98	\$13.61	\$13.62	\$15.26
	Annual	\$18,029.00	\$21,455.50	\$21,455.51	\$24,882.00	\$24,882.01	\$28,308.50	\$28,308.51	\$31,735.00
59	Hourly	\$9.53	\$11.35	\$11.36	\$13.16	\$13.17	\$14.98	\$14.99	\$16.79
	Annual	\$19,832.00	\$23,602.75	\$23,602.76	\$27,373.50	\$27,373.51	\$31,144.25	\$31,144.26	\$34,915.00
60	Hourly	\$10.49	\$12.48	\$12.49	\$14.48	\$14.49	\$16.47	\$16.48	\$18.46
	Annual	\$21,815.00	\$25,959.50	\$25,959.51	\$30,104.00	\$30,104.01	\$34,248.50	\$34,248.51	\$38,393.00
61	Hourly	\$11.54	\$13.73	\$13.74	\$15.93	\$15.94	\$18.12	\$18.13	\$20.31
	Annual	\$23,997.00	\$28,556.75	\$28,556.76	\$33,116.50	\$33,116.51	\$37,676.25	\$37,676.26	\$42,236.00
62	Hourly	\$12.69	\$15.10	\$15.11	\$17.51	\$17.52	\$19.92	\$19.93	\$22.33
	Annual	\$26,396.00	\$31,408.50	\$31,408.51	\$36,421.00	\$36,421.01	\$41,433.50	\$41,433.51	\$46,446.00
63	Hourly	\$13.96	\$16.61	\$16.62	\$19.27	\$19.28	\$21.92	\$21.93	\$24.57
	Annual	\$29,036.00	\$34,555.50	\$34,555.51	\$40,075.00	\$40,075.01	\$45,594.50	\$45,594.51	\$51,114.00
64	Hourly	\$15.36	\$18.28	\$18.29	\$21.20	\$21.21	\$24.11	\$24.12	\$27.03
	Annual	\$31,939.00	\$38,008.25	\$38,008.26	\$44,077.50	\$44,077.51	\$50,146.75	\$50,146.76	\$56,216.00
65	Hourly	\$16.89	\$20.10	\$20.11	\$23.31	\$23.32	\$26.52	\$26.53	\$29.73
	Annual	\$35,133.00	\$41,811.00	\$41,811.01	\$48,489.00	\$48,489.01	\$55,167.00	\$55,167.01	\$61,845.00
66	Hourly	\$18.58	\$22.11	\$22.12	\$25.64	\$25.65	\$29.17	\$29.18	\$32.70
	Annual	\$38,647.00	\$45,990.75	\$45,990.76	\$53,334.50	\$53,334.51	\$60,678.25	\$60,678.26	\$68,022.00
67	Hourly	\$20.44	\$24.32	\$24.33	\$28.21	\$28.22	\$32.09	\$32.10	\$35.97
	Annual	\$42,511.00	\$50,587.75	\$50,587.76	\$58,664.50	\$58,664.51	\$66,741.25	\$66,741.26	\$74,818.00
68	Hourly	\$22.48	\$26.75	\$26.76	\$31.03	\$31.04	\$35.30	\$35.31	\$39.57
	Annual	\$46,763.00	\$55,647.00	\$55,647.01	\$64,531.00	\$64,531.01	\$73,415.00	\$73,415.01	\$82,299.00
69	Hourly	\$24.73	\$29.43	\$29.44	\$34.13	\$34.14	\$38.83	\$38.84	\$43.53
	Annual	\$51,439.00	\$61,213.25	\$61,213.26	\$70,987.50	\$70,987.51	\$80,761.75	\$80,761.76	\$90,536.00
70	Hourly	\$27.20	\$32.37	\$32.38	\$37.54	\$37.55	\$42.71	\$42.72	\$47.88
	Annual	\$56,583.00	\$67,336.50	\$67,336.51	\$78,090.00	\$78,090.01	\$88,843.50	\$88,843.51	\$99,597.00
71	Hourly	\$29.92	\$35.61	\$35.62	\$41.30	\$41.31	\$46.98	\$46.99	\$52.67
	Annual	\$62,241.00	\$74,068.00	\$74,068.01	\$85,895.00	\$85,895.01	\$97,722.00	\$97,722.01	\$109,549.00
72	Hourly	\$32.92	\$39.18	\$39.19	\$45.43	\$45.44	\$51.69	\$51.70	\$57.94
	Annual	\$68,465.00	\$81,476.00	\$81,476.01	\$94,487.00	\$94,487.01	\$107,498.00	\$107,498.01	\$120,509.00
73	Hourly	\$36.21	\$43.09	\$43.10	\$49.97	\$49.98	\$56.84	\$56.85	\$63.72
	Annual	\$75,312.00	\$89,620.00	\$89,620.01	\$103,928.00	\$103,928.01	\$118,236.00	\$118,236.01	\$132,544.00
74	Hourly	\$39.83	\$47.40	\$47.41	\$54.97	\$54.98	\$62.53	\$62.54	\$70.10
	Annual	\$82,843.00	\$98,585.75	\$98,585.76	\$114,328.50	\$114,328.51	\$130,071.25	\$130,071.26	\$145,814.00
75	Hourly	\$43.81	\$52.14	\$52.15	\$60.46	\$60.47	\$68.79	\$68.80	\$77.11
	Annual	\$91,127.00	\$108,442.50	\$108,442.51	\$125,758.00	\$125,758.01	\$143,073.50	\$143,073.51	\$160,389.00

**Guidance for Pay Grades 57-65 for Budgeted Employees:** Unit Head has approval for up to 10% above the established minimum pay rates for AgriLife Research and Extension companies. Pay rates greater than 10% or above quartile 2, whichever is greater will require HR and Vice Chancellor/Dean/Designee or Director/Designee approval.

**AgriLife Research Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions is \$45,000 annually. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**AgriLife Extension Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions in the Bryan/College Station area is \$45,000 annually. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**Student Employee Pay Scale:** Refer to <https://employees.tamu.edu/jobsforaggies/on-campus-employers.html> for student and non-affiliated student employee pay scale.

Research Titles*									
Approvals Required		Unit Head						HR and Vice Chancellor/Dean /Designee or Director/ Designee	
Grade	Pay Type	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
		See footnote below for budgeted employee pay approvals for pay grades 5-6							
5	Hourly	\$11.50	\$14.50	\$14.51	\$17.50	\$17.51	\$20.49	\$20.50	\$23.49
	Annual	\$23,912.00	\$30,146.25	\$30,146.26	\$36,380.50	\$36,380.51	\$42,614.75	\$42,614.76	\$48,849.00
6	Hourly	\$13.01	\$16.40	\$16.41	\$19.80	\$19.81	\$23.19	\$23.20	\$26.58
	Annual	\$27,062.00	\$34,116.00	\$34,116.01	\$41,170.00	\$41,170.01	\$48,224.00	\$48,224.01	\$55,278.00
7	Hourly	\$14.53	\$18.32	\$18.33	\$22.11	\$22.12	\$25.89	\$25.90	\$29.68
	Annual	\$30,212.00	\$38,091.50	\$38,091.51	\$45,971.00	\$45,971.01	\$53,850.50	\$53,850.51	\$61,730.00
8	Hourly	\$16.04	\$20.22	\$20.23	\$24.41	\$24.42	\$28.59	\$28.60	\$32.77
	Annual	\$33,362.00	\$42,061.50	\$42,061.51	\$50,761.00	\$50,761.01	\$59,460.50	\$59,460.51	\$68,160.00
9	Hourly	\$17.55	\$22.13	\$22.14	\$26.71	\$26.72	\$31.28	\$31.29	\$35.86
	Annual	\$36,512.00	\$46,031.25	\$46,031.26	\$55,550.50	\$55,550.51	\$65,069.75	\$65,069.76	\$74,589.00
10	Hourly	\$19.57	\$24.68	\$24.69	\$29.78	\$29.79	\$34.89	\$34.90	\$39.99
	Annual	\$40,712.00	\$51,326.25	\$51,326.26	\$61,940.50	\$61,940.51	\$72,554.75	\$72,554.76	\$83,169.00
11	Hourly	\$21.59	\$27.22	\$27.23	\$32.85	\$32.86	\$38.48	\$38.49	\$44.11
	Annual	\$44,912.00	\$56,621.25	\$56,621.26	\$68,330.50	\$68,330.51	\$80,039.75	\$80,039.76	\$91,749.00
12	Hourly	\$24.12	\$30.41	\$30.42	\$36.70	\$36.71	\$42.98	\$42.99	\$49.27
	Annual	\$50,162.00	\$63,241.50	\$63,241.51	\$76,321.00	\$76,321.01	\$89,400.50	\$89,400.51	\$102,480.00
13	Hourly	\$26.64	\$33.59	\$33.60	\$40.54	\$40.55	\$47.48	\$47.49	\$54.43
	Annual	\$55,412.00	\$69,861.50	\$69,861.51	\$84,311.00	\$84,311.01	\$98,760.50	\$98,760.51	\$113,210.00
14	Hourly	\$29.33	\$36.98	\$36.99	\$44.63	\$44.64	\$52.28	\$52.29	\$59.93
	Annual	\$61,012.00	\$76,921.50	\$76,921.51	\$92,831.00	\$92,831.01	\$108,740.50	\$108,740.51	\$124,650.00
15	Hourly	\$32.70	\$41.23	\$41.24	\$49.75	\$49.76	\$58.28	\$58.29	\$66.80
	Annual	\$68,012.00	\$85,746.50	\$85,746.51	\$103,481.00	\$103,481.01	\$121,215.50	\$121,215.51	\$138,950.00

\*Research Titles

Title Code	Job Profile	Pay Grade
8544	Research Assistant	5
8545	Research Associate	7
8554	Senior Research Associate	10
8556	Research Specialist I	10
8551	Research Specialist II	11
8552	Research Specialist III	12
8557	Research Specialist IV	13
8553	Research Specialist V	14
5028	Research Instrumentation Specialist	12
5040	Senior Research Instrumentation Specialist	15

**Guidance for Pay Grades 5-6 for Budgeted Employees:** Unit Head has approval for up to 10% above the established minimum pay rates for AgriLife Research and Extension companies. Pay rates greater than 10% or above quartile 3, whichever is greater will require HR and Vice Chancellor/Dean/Designee or Director/Designee approval.

**AgriLife Research Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions is \$45,000 annually. The minimum rate for Postdoctoral Research Associate is \$50,000 per year. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**AgriLife Extension Minimum Pay Levels:** Effective September 1, 2024, the new minimum salary for budgeted monthly exempt positions in the Bryan/College Station area is \$45,000 annually. The minimum rate for Postdoctoral Extension Associate is \$50,000 per year. The new minimum hourly rate for budgeted hourly non-exempt positions is \$15.85 per hour.

**Student Employee Pay Scale:** Refer to <https://employees.tamu.edu/jobsforaggies/on-campus-employers.html> for student and non-affiliated student employee pay scale.