

UNIVERSITY of  
**HOUSTON**

STUDENT GOVERNMENT ASSOCIATION

Label: SGAR-55006

Date introduced: September 5<sup>th</sup>, 2018

Author(s): Pres. Barrett

Sponsor(s): Chair Bryan, Sen. Pen

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Supporting Higher Wages for Lower-Income Campus Staff

Whereas, the University of Houston pays staff based on a paygrade scale from 101-116, with 101 being the lowest level of pay offered;

Whereas, the University of Houston's minimum wage is \$7.47/hour<sup>1</sup>, at a 101 paygrade, without experience;

Whereas, paygrades 102 and 103 are \$7.77 and \$8.93 respectively<sup>1</sup>;

Whereas, these paygrades have not been updated in nearly five years;

Whereas, The University of Texas-Austin does not publicly release its wage data;

Whereas, out of the Tier-One schools where full wage data is available, the University of Houston ranks 5<sup>th</sup> in terms of campus minimum wage<sup>2-5</sup>;

Whereas, if an individual in a two-person household makes the University of Houston's lowest or second lowest hourly rate, they are below the Federal Poverty Line<sup>6</sup>;

Whereas, as a Tier-One University, the University of Houston should offer Tier-One compensation.

Therefore, be it resolved by the Student Government Association of the University of Houston:

That the University of Houston Human-Resources Department should immediately engage in a full pay-scale review;


Be it further resolved, that should the University of Houston immediately engage in a full pay-scale review the minimum wage should be set at \$9 per hour;

Be it further resolved, that this pay-scale should be implemented with all newly hired employees immediately and rotated into current employees' salaries twenty-five (25) cents per quarter;

Be it further resolved, that paygrade 101 should be immediately abolished;

Be it further resolved, that should a total review of the University of Houston pay-scale be ordered after Fall 2022, the minimum wage should be immediately set above \$10 per hour.

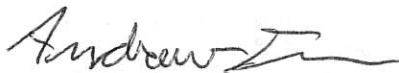
Be it further resolved, that the University of Houston should slightly flatten its pay-scale curve in order to reduce inequality amongst staff.



Cameron Barrett  
Student Government President

Date of President's Approval: 9/19/18

**APPROVED**



Andrew Trinh  
Speaker of Senate

Date of Senate Approval: 9/19/18

<sup>1</sup> <https://www.uh.edu/human-resources/compensation/compensation-guidelines/UH%20Staff%20Structure.pdf>

<sup>2</sup> [https://www.untsystem.edu/sites/default/files/000\\_HR-Compensation%20Docs/unthsc-pay-ranges-11-01-2017.pdf](https://www.untsystem.edu/sites/default/files/000_HR-Compensation%20Docs/unthsc-pay-ranges-11-01-2017.pdf)

<sup>3</sup> <https://www.utdallas.edu/hr/compensation/classified/>

<sup>4</sup> <https://cpb-us-e1.wpmucdn.com/blogs.rice.edu/dist/a/4701/files/2017/05/FY18-Pay-Ranges-Final-1ekkvfd.pdf>

<sup>5</sup> <http://www1.utsa.edu/hr/compensation/SalaryRanges/index.php?p=salary>

<sup>6</sup> <https://www.thebalance.com/federal-poverty-level-definition-guidelines-chart-3305843>



University of Houston  
 FY 2014 Salary Structure  
 UH Staff  
 (Monthly - UHE and Hourly - UHN)

Pay Grade	Standard Hiring Range														
	Minimum			1st Quartile			Midpoint			3rd Quartile			Maximum		
	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
116	49.88	8,646.00	103,752.00	58.56	10,150.00	121,800.00	67.34	11,673.00	140,076.00	76.10	13,190.00	158,280.00	84.85	14,708.00	176,496.00
115	44.20	7,661.00	91,932.00	51.36	8,903.00	106,836.00	58.56	10,150.00	121,800.00	65.59	11,369.00	136,428.00	73.14	12,678.00	152,136.00
114	38.43	6,661.00	79,932.00	44.67	7,743.00	92,916.00	50.93	8,827.00	105,924.00	57.03	9,885.00	118,620.00	63.60	11,024.00	132,288.00
113	33.42	5,792.00	69,504.00	38.84	6,732.00	80,784.00	44.28	7,675.00	92,100.00	49.59	8,596.00	103,152.00	55.30	9,585.00	115,020.00
112	29.63	5,135.00	61,620.00	34.07	5,906.00	70,872.00	38.50	6,674.00	80,088.00	43.13	7,475.00	89,700.00	47.36	8,209.00	98,508.00
111	25.75	4,463.00	53,556.00	29.63	5,136.00	61,632.00	33.48	5,804.00	69,648.00	37.50	6,500.00	78,000.00	41.18	7,138.00	85,656.00
110	22.39	3,881.00	46,572.00	25.76	4,465.00	53,580.00	29.12	5,047.00	60,564.00	32.61	5,652.00	67,824.00	35.82	6,208.00	74,496.00
109	19.86	3,442.00	41,304.00	22.61	3,919.00	47,028.00	25.32	4,388.00	52,656.00	28.10	4,870.00	58,440.00	30.76	5,331.00	63,972.00
108	17.26	2,992.00	35,904.00	19.65	3,406.00	40,872.00	22.01	3,815.00	45,780.00	24.43	4,235.00	50,820.00	26.75	4,637.00	55,644.00
107	15.02	2,603.00	31,236.00	17.09	2,962.00	35,544.00	19.15	3,319.00	39,828.00	21.25	3,683.00	44,196.00	23.26	4,031.00	48,372.00
106	13.32	2,308.00	27,696.00	14.99	2,599.00	31,188.00	16.64	2,885.00	34,620.00	18.31	3,174.00	38,088.00	19.97	3,462.00	41,544.00
105	11.58		24,081.00	13.04		27,123.00	14.47		30,101.00	15.92		33,122.00	17.37		36,121.00
104	10.07		20,953.00	11.34		23,588.00	12.59		26,180.00	13.84		28,794.00	15.10		31,408.00
103	8.93		18,575.00	9.95		20,696.00	10.95		22,774.00	11.93		24,809.00	12.92		26,866.00
102	7.77		16,154.00	8.65		17,996.00	9.52		19,796.00	10.37		21,574.00	11.23		23,352.00
101	7.47		15,532.00	8.04		16,732.00	8.62		17,932.00	9.19		19,110.00	9.76		20,310.00

Grades 101 through 105 are hourly (FLSA Non-Exempt) only.  
 Other Grades may be Exempt or Non-Exempt according to FLSA regulations.

Effective 3/1/2014

Current UH Wages

$y = 6.0949e^{0.1311x}$   
 $R^2 = 0.9988$

