

# Staff Salary Structure Recommendations

- The proposed salary range placement guidelines are based on years of experience and the typical job-specific qualifications, experiences, knowledge, skills, and competencies that employees generally have at these years of experience intervals.
- The guidelines, aligned to quartiles within a salary range, will apply to each range within each Georgia Tech salary structure.

Quartile Placement Guidelines Based on Years of Experience					
Salary Range Quartiles	Minimum	1 <sup>st</sup> Quartile	2 <sup>nd</sup> Quartile	3 <sup>rd</sup> Quartile	4 <sup>th</sup> Quartile
Typical Years of Direct Job-Related Experience	0	0 < 2	2 < 5	5 < 10	10+
Qualifications	May meet minimum qualifications	Meets minimum qualifications	Meets all qualifications required for the job	Recognized as a seasoned professional	Subject matter expert
Experience	No previous experience	Little previous experience; may have previous related experience	Has previous directly related work experience	Substantial job-related experience	Significant job-related experience
Knowledge/Skills	Needs to develop and build knowledge and skills	Has requisite knowledge and skills; likely needs further development	Generally, has the KSAs needed to perform the job independently	Fully capable of performing job duties independently	Exhibits broad and deep knowledge of the job and related areas
Competencies	Has potential to learn and is developing job competencies	Has demonstrated select job competencies and is still learning	Demonstrates functional competency	Exhibits in-depth proficiency required for the job	Exhibits wide-ranging proficiency required for the job