Salary Decisions for New Employees: Administering Individual Pay within Pay Grades

GW has a longstanding commitment to treating all of its employees equitably and fairly in all aspects of employment, including in compensation. GW has competitive market ranges established throughout our pay structure. Hiring Managers, in close consultation with Human Resources, can decide the starting salary within that range. While there is no single “going rate” for a job, salaries aim to attract, reward, and retain employees.

GW HR has established pay ranges within each position classification, which provide a framework for determining the appropriate starting salary based on a number of legitimate factors depending on the position; these include relevant skill sets, work experience, and education. This provides a consistent methodology to determine an appropriate starting salary and remain competitive.

Most new employees at GW are hired somewhere between the minimum and midpoint, otherwise known as the “Typical Hiring Range.” (The Typical Hiring Range for Research and Labs positions is further into the range.) Again, there are many factors that impact starting salary decisions and whether a salary within the “Typical Hiring Range” or above is ultimately selected, including the factors stated above, departmental budget, and demand for qualified candidates.