

**University of Waterloo
2025 - 2026 Salary Scales**

| USG | | Hourly | 35 hrs/wk | | 37.5 hrs/wk | | 40 hrs/wk | |
|-----|--------|--------|-----------|------------|-------------|------------|-----------|------------|
| | | | Monthly | Annually | Monthly | Annually | Monthly | Annually |
| 1 | min | 21.48 | 3,257.96 | 39,095.52 | | | 3,723.38 | 44,680.60 |
| | jobval | 26.85 | 4,072.45 | 48,869.40 | | | 4,654.23 | 55,850.75 |
| | max | 32.22 | 4,886.94 | 58,643.28 | | | 5,585.07 | 67,020.89 |
| 2 | min | 22.65 | 3,435.37 | 41,224.46 | 3,680.76 | 44,169.06 | 3,926.14 | 47,113.67 |
| | jobval | 28.31 | 4,294.21 | 51,530.57 | 4,600.94 | 55,211.33 | 4,907.67 | 58,892.08 |
| | max | 33.98 | 5,153.06 | 61,836.69 | 5,521.13 | 66,253.59 | 5,889.21 | 70,670.50 |
| 3 | min | 23.82 | 3,612.78 | 43,353.39 | 3,870.84 | 46,450.06 | 4,128.89 | 49,546.73 |
| | jobval | 29.78 | 4,515.98 | 54,191.74 | 4,838.55 | 58,062.58 | 5,161.12 | 61,933.42 |
| | max | 35.73 | 5,419.17 | 65,030.09 | 5,806.26 | 69,675.09 | 6,193.34 | 74,320.10 |
| 4 | min | 25.28 | 3,834.55 | 46,014.56 | 4,108.44 | 49,301.31 | 4,382.34 | 52,588.07 |
| | jobval | 31.60 | 4,793.18 | 57,518.20 | 5,135.55 | 61,626.64 | 5,477.92 | 65,735.09 |
| | max | 37.92 | 5,751.82 | 69,021.84 | 6,162.66 | 73,951.97 | 6,573.51 | 78,882.10 |
| 5 | min | 27.48 | 4,167.19 | 50,006.31 | 4,464.85 | 53,578.19 | 4,762.51 | 57,150.07 |
| | jobval | 34.34 | 5,208.99 | 62,507.89 | 5,581.06 | 66,972.74 | 5,953.13 | 71,437.59 |
| | max | 41.21 | 6,250.79 | 75,009.47 | 6,697.27 | 80,367.29 | 7,143.76 | 85,725.11 |
| 6 | min | 30.25 | 4,588.54 | 55,062.53 | 4,916.30 | 58,995.57 | 5,244.05 | 62,928.61 |
| | jobval | 37.82 | 5,735.68 | 68,828.17 | 6,145.37 | 73,744.46 | 6,555.06 | 78,660.76 |
| | max | 45.38 | 6,882.82 | 82,593.80 | 7,374.45 | 88,493.36 | 7,866.08 | 94,392.91 |
| 7 | min | 33.18 | 5,032.07 | 60,384.87 | 5,391.51 | 64,698.08 | 5,750.94 | 69,011.28 |
| | jobval | 41.47 | 6,290.09 | 75,481.09 | 6,739.38 | 80,872.60 | 7,188.68 | 86,264.10 |
| | max | 49.77 | 7,548.11 | 90,577.31 | 8,087.26 | 97,047.11 | 8,626.41 | 103,516.92 |
| 8 | min | 36.25 | 5,497.78 | 65,973.33 | 5,890.48 | 70,685.71 | 6,283.17 | 75,398.09 |
| | jobval | 45.31 | 6,872.22 | 82,466.66 | 7,363.09 | 88,357.13 | 7,853.97 | 94,247.61 |
| | max | 54.37 | 8,246.67 | 98,959.99 | 8,835.71 | 106,028.56 | 9,424.76 | 113,097.13 |
| 9 | min | 39.47 | 5,985.66 | 71,827.90 | 6,413.20 | 76,958.46 | | |
| | jobval | 49.33 | 7,482.07 | 89,784.87 | 8,016.51 | 96,198.07 | | |
| | max | 59.20 | 8,978.49 | 107,741.84 | 9,619.81 | 115,437.69 | | |
| 10 | min | 42.98 | 6,517.89 | 78,214.70 | 6,983.46 | 83,801.47 | | |
| | jobval | 53.72 | 8,147.36 | 97,768.38 | 8,729.32 | 104,751.83 | | |
| | max | 64.46 | 9,776.84 | 117,322.05 | 10,475.18 | 125,702.20 | | |
| 11 | min | 46.92 | 7,116.65 | 85,399.86 | 7,624.99 | 91,499.85 | | |
| | jobval | 58.65 | 8,895.82 | 106,749.82 | 9,531.23 | 114,374.81 | | |
| | max | 70.38 | 10,674.98 | 128,099.78 | 11,437.48 | 137,249.77 | | |
| 12 | min | 51.16 | 7,759.77 | 93,117.25 | 8,314.04 | 99,768.48 | | |
| | jobval | 63.95 | 9,699.71 | 116,396.56 | 10,392.55 | 124,710.60 | | |
| | max | 76.74 | 11,639.66 | 139,675.87 | 12,471.06 | 149,652.72 | | |
| 13 | min | 55.70 | 8,447.24 | 101,366.87 | 9,050.61 | 108,607.36 | | |
| | jobval | 69.62 | 10,559.05 | 126,708.58 | 11,313.27 | 135,759.20 | | |
| | max | 83.54 | 12,670.86 | 152,050.30 | 13,575.92 | 162,911.04 | | |
| 14 | min | 60.67 | 9,201.24 | 110,414.84 | | | | |
| | jobval | 75.83 | 11,501.55 | 138,018.55 | | | | |
| | max | 91.00 | 13,801.86 | 165,622.26 | | | | |
| 15 | min | 66.22 | 10,043.94 | 120,527.28 | | | | |
| | jobval | 82.78 | 12,554.93 | 150,659.10 | | | | |
| | max | 99.34 | 15,065.91 | 180,790.92 | | | | |
| 16 | min | 72.36 | 10,975.35 | 131,704.19 | | | | |
| | jobval | 90.46 | 13,719.19 | 164,630.24 | | | | |
| | max | 108.55 | 16,463.02 | 197,556.28 | | | | |
| 17 | min | 79.09 | 11,995.46 | 143,945.56 | | | | |
| | jobval | 98.86 | 14,994.33 | 179,931.96 | | | | |
| | max | 118.64 | 17,993.20 | 215,918.35 | | | | |
| 18 | min | 86.40 | 13,104.28 | 157,251.41 | | | | |
| | jobval | 108.00 | 16,380.36 | 196,564.26 | | | | |
| | max | 129.60 | 19,656.43 | 235,877.11 | | | | |
| 19 | min | 94.30 | 14,301.81 | 171,621.72 | | | | |
| | jobval | 117.87 | 17,877.26 | 214,527.15 | | | | |
| | max | 141.45 | 21,452.71 | 257,432.58 | | | | |
| 20 | min | 102.92 | 15,610.22 | 187,322.61 | | | | |
| | jobval | 128.66 | 19,512.77 | 234,153.27 | | | | |
| | max | 154.39 | 23,415.33 | 280,983.92 | | | | |
| 21 | min | 112.43 | 17,051.68 | 204,620.21 | | | | |
| | jobval | 140.54 | 21,314.61 | 255,775.26 | | | | |
| | max | 168.64 | 25,577.53 | 306,930.31 | | | | |

Note: These figures are rounded to 2 decimal places