

**University of Waterloo
2026 - 2027 Salary Scales**

USG		Hourly	35 hrs/wk		37.5 hrs/wk		40 hrs/wk	
			Monthly	Annually	Monthly	Annually	Monthly	Annually
1	min	22.04	3,342.67	40,112.01			3,820.19	45,842.29
	jobval	27.55	4,178.33	50,140.01			4,775.24	57,302.86
	max	33.06	5,014.00	60,168.01			5,730.29	68,763.44
2	min	23.24	3,524.69	42,296.29	3,776.45	45,317.46	4,028.22	48,338.62
	jobval	29.05	4,405.86	52,870.37	4,720.57	56,646.82	5,035.27	60,423.28
	max	34.86	5,287.04	63,444.44	5,664.68	67,976.19	6,042.33	72,507.93
3	min	24.44	3,706.72	44,480.58	3,971.48	47,657.76	4,236.25	50,834.95
	jobval	30.55	4,633.39	55,600.73	4,964.35	59,572.21	5,295.31	63,543.69
	max	36.66	5,560.07	66,720.87	5,957.22	71,486.65	6,354.37	76,252.42
4	min	25.94	3,934.24	47,210.94	4,215.26	50,583.15	4,496.28	53,955.36
	jobval	32.43	4,917.81	59,013.67	5,269.08	63,228.94	5,620.35	67,444.20
	max	38.91	5,901.37	70,816.41	6,322.89	75,874.72	6,744.42	80,933.04
5	min	28.19	4,275.54	51,306.48	4,580.94	54,971.23	4,886.33	58,635.97
	jobval	35.24	5,344.42	64,133.10	5,726.17	68,714.03	6,107.91	73,294.97
	max	42.29	6,413.31	76,959.72	6,871.40	82,456.84	7,329.50	87,953.96
6	min	31.04	4,707.85	56,494.16	5,044.12	60,529.46	5,380.40	64,564.75
	jobval	38.80	5,884.81	70,617.70	6,305.15	75,661.82	6,725.50	80,705.94
	max	46.56	7,061.77	84,741.24	7,566.18	90,794.19	8,070.59	96,847.13
7	min	34.04	5,162.91	61,954.88	5,531.69	66,380.23	5,900.46	70,805.57
	jobval	42.55	6,453.63	77,443.60	6,914.61	82,975.28	7,375.58	88,506.97
	max	51.06	7,744.36	92,932.32	8,297.53	99,570.34	8,850.70	106,208.36
8	min	37.19	5,640.72	67,688.63	6,043.63	72,523.53	6,446.54	77,358.44
	jobval	46.49	7,050.90	84,610.79	7,554.53	90,654.42	8,058.17	96,698.05
	max	55.79	8,461.08	101,532.95	9,065.44	108,785.30	9,669.80	116,037.65
9	min	40.49	6,141.29	73,695.42	6,579.95	78,959.38		
	jobval	50.61	7,676.61	92,119.28	8,224.94	98,699.22		
	max	60.74	9,211.93	110,543.13	9,869.92	118,439.07		
10	min	44.09	6,687.36	80,248.28	7,165.03	85,980.30		
	jobval	55.12	8,359.20	100,310.35	8,956.28	107,475.38		
	max	66.14	10,031.04	120,372.42	10,747.54	128,970.45		
11	min	48.14	7,301.69	87,620.25	7,823.24	93,878.84		
	jobval	60.18	9,127.11	109,525.32	9,779.05	117,348.55		
	max	72.21	10,952.53	131,430.38	11,734.86	140,818.26		
12	min	52.49	7,961.52	95,538.29	8,530.20	102,362.46		
	jobval	65.62	9,951.91	119,422.87	10,662.76	127,953.07		
	max	78.74	11,942.29	143,307.44	12,795.31	153,543.69		
13	min	57.14	8,666.87	104,002.41	9,285.93	111,431.15		
	jobval	71.43	10,833.58	130,003.01	11,607.41	139,288.94		
	max	85.72	13,000.30	156,003.61	13,928.89	167,146.72		
14	min	62.24	9,440.47	113,285.63				
	jobval	77.81	11,800.59	141,607.03				
	max	93.37	14,160.70	169,928.44				
15	min	67.95	10,305.08	123,660.99				
	jobval	84.93	12,881.35	154,576.24				
	max	101.92	15,457.62	185,491.49				
16	min	74.25	11,260.71	135,128.50				
	jobval	92.81	14,075.89	168,910.62				
	max	111.37	16,891.06	202,692.75				
17	min	81.15	12,307.35	147,688.15				
	jobval	101.43	15,384.18	184,610.19				
	max	121.72	18,461.02	221,532.23				
18	min	88.65	13,445.00	161,339.95				
	jobval	110.81	16,806.24	201,674.93				
	max	132.97	20,167.49	242,009.92				
19	min	96.75	14,673.66	176,083.88				
	jobval	120.94	18,342.07	220,104.85				
	max	145.12	22,010.49	264,125.82				
20	min	105.60	16,016.08	192,193.00				
	jobval	132.00	20,020.10	240,241.25				
	max	158.40	24,024.13	288,289.50				
21	min	115.35	17,495.03	209,940.33				
	jobval	144.19	21,868.78	262,425.42				
	max	173.03	26,242.54	314,910.50				

Note: These figures are rounded to 2 decimal places