



DATE: November 28, 2022

TO: Student Worker Managers, HR Coordinators and HR Business Partners

The 2023 Student Employment minimum hourly rates for all ranges will increase effective January 1, 2023 to align with the Rhode Island minimum wage of \$13.00. Workday Program will update the hourly rates of all active student workers to the corresponding new minimum hourly rate for their associated grade level. These updates will be effective January 1, 2023.

Students who have an hourly rate within the new range for their grade should be reviewed to determine if their hourly rate reflects their experience and performance relative to other student workers in the department. Based on the review, departments should use the *Request Compensation Change* business process in Workday to increase the hourly rates for identified student workers.

January 2023 Grade Level Hourly Rate Ranges

The minimum and maximum hourly rates for each grade level have been increased. The new ranges for student workers are as follows:

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Grade	Hourly Rate Range
A	\$13.00 to \$13.75
B	\$13.25 to \$14.25
C	\$13.45 to \$14.75
D	\$13.65 to \$15.25
E	\$14.00 to \$15.75+

Assigning Grade Levels

The grade level and hourly rate for a student worker should reflect both the level of responsibility and the skills required for the job.

RI Pay Equity Law

Effective January 2023, pursuant to the RI Pay Equity Law Requirements, employers are prohibited from asking any wage history from candidates.