# USM Nonexempt Salary Structure

**January 8, 2014 (former BOT Insts) & January 12, 2014 (UM Insts) – June 30, 2015**

(Using non-leap year hourly and biweekly rates)

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Minimum</th>
<th>Mid-Point</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$22,260</td>
<td>$24,712</td>
<td>$24,909</td>
</tr>
<tr>
<td></td>
<td>$853.81</td>
<td>$947.86</td>
<td>$955.41</td>
</tr>
<tr>
<td></td>
<td>$10.67</td>
<td>$11.85</td>
<td>$11.94</td>
</tr>
<tr>
<td>2</td>
<td>$22,461</td>
<td>$26,425</td>
<td>$30,388</td>
</tr>
<tr>
<td></td>
<td>$861.52</td>
<td>$1,013.55</td>
<td>$1,165.57</td>
</tr>
<tr>
<td></td>
<td>$10.77</td>
<td>$12.67</td>
<td>$14.57</td>
</tr>
<tr>
<td>3</td>
<td>$23,509</td>
<td>$28,256</td>
<td>$33,003</td>
</tr>
<tr>
<td></td>
<td>$901.72</td>
<td>$1,083.80</td>
<td>$1,265.88</td>
</tr>
<tr>
<td></td>
<td>$11.27</td>
<td>$13.55</td>
<td>$15.82</td>
</tr>
<tr>
<td>4</td>
<td>$24,625</td>
<td>$30,215</td>
<td>$35,805</td>
</tr>
<tr>
<td></td>
<td>$944.53</td>
<td>$1,158.93</td>
<td>$1,373.34</td>
</tr>
<tr>
<td></td>
<td>$11.81</td>
<td>$14.49</td>
<td>$17.17</td>
</tr>
<tr>
<td>5</td>
<td>$25,848</td>
<td>$32,310</td>
<td>$38,771</td>
</tr>
<tr>
<td></td>
<td>$991.43</td>
<td>$1,239.29</td>
<td>$1,487.11</td>
</tr>
<tr>
<td></td>
<td>$12.39</td>
<td>$15.49</td>
<td>$18.59</td>
</tr>
<tr>
<td>6</td>
<td>$27,639</td>
<td>$34,549</td>
<td>$41,459</td>
</tr>
<tr>
<td></td>
<td>$1,060.13</td>
<td>$1,325.17</td>
<td>$1,590.21</td>
</tr>
<tr>
<td></td>
<td>$13.25</td>
<td>$16.56</td>
<td>$19.88</td>
</tr>
<tr>
<td>7</td>
<td>$28,447</td>
<td>$36,944</td>
<td>$45,441</td>
</tr>
<tr>
<td></td>
<td>$1,091.12</td>
<td>$1,417.04</td>
<td>$1,742.95</td>
</tr>
<tr>
<td></td>
<td>$13.64</td>
<td>$17.71</td>
<td>$21.79</td>
</tr>
<tr>
<td>8</td>
<td>$30,419</td>
<td>$39,505</td>
<td>$48,591</td>
</tr>
<tr>
<td></td>
<td>$1,166.76</td>
<td>$1,515.27</td>
<td>$1,863.77</td>
</tr>
<tr>
<td></td>
<td>$14.58</td>
<td>$18.94</td>
<td>$23.30</td>
</tr>
<tr>
<td>9</td>
<td>$31,894</td>
<td>$42,244</td>
<td>$52,593</td>
</tr>
<tr>
<td></td>
<td>$1,223.33</td>
<td>$1,620.30</td>
<td>$2,017.27</td>
</tr>
<tr>
<td></td>
<td>$15.29</td>
<td>$20.25</td>
<td>$25.22</td>
</tr>
<tr>
<td>10</td>
<td>$34,105</td>
<td>$45,172</td>
<td>$56,239</td>
</tr>
<tr>
<td></td>
<td>$1,308.13</td>
<td>$1,732.62</td>
<td>$2,157.12</td>
</tr>
<tr>
<td></td>
<td>$16.35</td>
<td>$21.66</td>
<td>$26.96</td>
</tr>
<tr>
<td>11</td>
<td>$36,469</td>
<td>$48,303</td>
<td>$60,138</td>
</tr>
<tr>
<td></td>
<td>$1,398.81</td>
<td>$1,852.73</td>
<td>$2,306.67</td>
</tr>
<tr>
<td></td>
<td>$17.49</td>
<td>$23.16</td>
<td>$28.83</td>
</tr>
<tr>
<td>12</td>
<td>$38,997</td>
<td>$51,652</td>
<td>$64,306</td>
</tr>
<tr>
<td></td>
<td>$1,495.78</td>
<td>$1,981.18</td>
<td>$2,466.54</td>
</tr>
<tr>
<td></td>
<td>$18.70</td>
<td>$24.76</td>
<td>$30.83</td>
</tr>
<tr>
<td>13</td>
<td>$41,700</td>
<td>$55,232</td>
<td>$68,764</td>
</tr>
<tr>
<td></td>
<td>$1,599.46</td>
<td>$2,118.49</td>
<td>$2,637.52</td>
</tr>
<tr>
<td></td>
<td>$19.99</td>
<td>$26.48</td>
<td>$32.97</td>
</tr>
<tr>
<td>14</td>
<td>$44,591</td>
<td>$59,061</td>
<td>$73,531</td>
</tr>
<tr>
<td></td>
<td>$1,710.34</td>
<td>$2,265.35</td>
<td>$2,820.37</td>
</tr>
<tr>
<td></td>
<td>$21.38</td>
<td>$28.32</td>
<td>$35.25</td>
</tr>
<tr>
<td>15</td>
<td>$47,682</td>
<td>$63,155</td>
<td>$78,628</td>
</tr>
<tr>
<td></td>
<td>$1,828.90</td>
<td>$2,422.38</td>
<td>$3,015.87</td>
</tr>
<tr>
<td></td>
<td>$22.86</td>
<td>$30.28</td>
<td>$37.70</td>
</tr>
<tr>
<td>16</td>
<td>$50,987</td>
<td>$67,533</td>
<td>$84,078</td>
</tr>
<tr>
<td></td>
<td>$1,955.67</td>
<td>$2,590.31</td>
<td>$3,224.92</td>
</tr>
<tr>
<td></td>
<td>$24.45</td>
<td>$32.38</td>
<td>$40.31</td>
</tr>
</tbody>
</table>

**NOTE:**
The salary structure is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect from January 8, 2014 for former BOT Institutions and January 12, 2014 for UM Institutions through June 30, 2015. *The Hourly and Biweekly rates shown above are calculated using the Non-Leap Year Factor.*

Salary Structure Approved by the BOR 6/21/2013.
1. Salary structure adjustments and employees' COLA increases are independent actions from each other.
2. Employees' salaries will be increased by a 3\%COLA on **January 1, 2014** for the last six months of Fiscal Year 2014 (January 1, 2014-June 30, 2014), as approved by the State of MD General Assembly.
3. On April 1, 2014 there will be a 2.5\% Merit increase for employees who at least Meet Standards on their Performance Evaluation, for the evaluation period that ended on March 31, 2013.

Salary Structure Approved by the BOR 6/21/2013.