July 8, 2009

MEMORANDUM

TO: Vice Presidents, Deans, Directors and Department Chairpersons
FROM: Dale O. Anderson
RE: UMCP Student Wages for Academic Year 2009-2010
(Except Federal Work Study Students)

The hourly rates for student wages effective July 19, 2009 - June 30, 2010 have been increased as follows:

<table>
<thead>
<tr>
<th></th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Students</td>
<td>$7.25</td>
<td>$11.00</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>$7.25</td>
<td>$16.65</td>
</tr>
</tbody>
</table>

In those cases where a department wishes to pay a student hourly wage above the standard, the department must document the reasons why a higher wage is justified. A Student Wage Exception Form is available for downloading through the University Human Resources website at UHR.umd.edu to request an exception. Departments may not employ students at the higher rate until approval has been obtained from UHR.

Questions regarding the payment of student hourly wages should be directed to the UHR Employment Office at (301) 405-5679.

cc: PHR Creators
    PHR Approvers