



**USM EXEMPT SALARY STRUCTURE  
TRADITIONAL SALARY RANGES  
(UMB, UMBI, UMUC)  
07/01/08 – 06/30/10**

Pay Range	Minimum	Midpoint	Maximum
A	\$29,149	\$38,500	\$50,000
B	\$31,500	\$45,000	\$58,000
C	\$33,500	\$49,000	\$62,500
D	\$39,500	\$57,000	\$73,500
E	\$46,000	\$65,500	\$85,500
F	\$52,500	\$75,000	\$97,500
G	\$60,500	\$86,000	\$112,500
H	\$70,000	\$99,500	\$130,000
I	\$80,500	\$114,500	\$148,500
J	\$89,000	\$132,500	\$177,500
K	\$116,500	\$175,500	\$241,395

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. This structure is in effect until **June 30, 2010**
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will be increased, by 2% on July 1, 2008, as approved by the State of MD General Assembly – Given in full, regardless of the Pay Range Maximum.
4. Merit increases for FY 2009 are effective July 1, 2008 – **Not to exceed Maximum of Pay Range.**