



USM NONEXEMPT SALARY STRUCTURE JANUARY 1, 2015 – June 30, 2015

(using non-leap year hourly and biweekly rates)

January 8, 2014-former BOT Insts & January 12, 2014-UM Insts – June 30, 2015

Pay Range	Minimum	Mid-Point	Maximum
1	\$22,706	\$25,207	\$25,408
	\$870.92	\$966.85	\$974.56
	\$10.89	\$12.09	\$12.19
2	\$22,911	\$26,954	\$30,996
	\$878.78	\$1,033.86	\$1,188.89
	\$10.99	\$12.93	\$14.87
3	\$23,980	\$28,822	\$33,664
	\$919.79	\$1,105.51	\$1,291.23
	\$11.50	\$13.82	\$16.15
4	\$25,118	\$30,820	\$36,522
	\$963.44	\$1,182.14	\$1,400.85
	\$12.05	\$14.78	\$17.52
5	\$26,365	\$32,957	\$39,547
	\$1,011.27	\$1,264.11	\$1,516.88
	\$12.65	\$15.81	\$18.97
6	\$28,192	\$35,240	\$42,289
	\$1,081.34	\$1,351.68	\$1,622.05
	\$13.52	\$16.90	\$20.28
7	\$29,016	\$37,683	\$46,350
	\$1,112.95	\$1,445.38	\$1,777.81
	\$13.92	\$18.07	\$22.23
8	\$31,028	\$40,296	\$49,563
	\$1,190.12	\$1,545.61	\$1,901.05
	\$14.88	\$19.33	\$23.77
9	\$32,532	\$43,089	\$53,645
	\$1,247.81	\$1,652.73	\$2,057.62
	\$15.60	\$20.66	\$25.73
10	\$34,788	\$46,076	\$57,364
	\$1,334.34	\$1,767.30	\$2,200.27
	\$16.68	\$22.10	\$27.51
11	\$37,199	\$49,270	\$61,341
	\$1,426.82	\$1,889.81	\$2,352.81
	\$17.84	\$23.63	\$29.42
12	\$39,777	\$52,686	\$65,593
	\$1,525.70	\$2,020.84	\$2,515.90
	\$19.08	\$25.27	\$31.45
13	\$42,534	\$56,337	\$70,140
	\$1,631.45	\$2,160.88	\$2,690.31
	\$20.40	\$27.02	\$33.63
14	\$45,483	\$60,243	\$75,002
	\$1,744.56	\$2,310.70	\$2,876.79
	\$21.81	\$28.89	\$35.96
15	\$48,636	\$64,419	\$80,201
	\$1,865.50	\$2,470.87	\$3,076.21
	\$23.32	\$30.89	\$38.46
16	\$52,007	\$68,884	\$85,760
	\$1,994.79	\$2,642.13	\$3,289.43
	\$24.94	\$33.03	\$41.12

NOTE:

The salary structure is based on USM market studies and State of MD General Assembly approved COLA. From the Biennial Nonexempt Market Salary Survey, the Annual Rates were approved by the BOR on 6/21/2013 for the period of **January 8, 2014 for former BOT Institutions and January 12, 2014 for UM Institutions through June 30, 2015; revised January 1, 2015 with a 2% COLA. * The Hourly and Biweekly rates shown above are calculated using the Non-Leap Year Factor.**

- Salary structure adjustments and employees' COLA increases are independent actions from each other.
- Employees' salaries will be increased by a **2%COLA on January 1, 2015** for the last six months of Fiscal Year 2015 (January 1, 2015-June 30, 2015), as approved by the State of MD General Assembly. Given in full, regardless of the Pay Range Maximum.

Salary Structure Approved by the BOR 6/21/2013; REVISED with 2% increase for COLA 1/1/2015.