



USM Nonexempt Salary Structure July 1, 2015 - June 30, 2017

Using Non-Leap Year Hourly and Biweekly Rates
Effective July 1, 2016 - June 30, 2017

Pay Range	Minimum	Mid-point	Maximum
1	\$23,613.00	\$25,018.00	\$26,423.00
	\$905.70	\$959.60	\$1,013.49
	\$11.33	\$12.00	\$12.67
2	\$23,826.00	\$28,031.00	\$32,236.00
	\$913.88	\$1,075.17	\$1,236.45
	\$11.43	\$13.44	\$15.46
3	\$24,938.00	\$29,974.00	\$35,010.00
	\$956.53	\$1,149.69	\$1,342.85
	\$11.96	\$14.38	\$16.79
4	\$26,123.00	\$32,053.00	\$37,982.00
	\$1,001.98	\$1,229.44	\$1,456.85
	\$12.53	\$15.38	\$18.22
5	\$27,420.00	\$34,274.00	\$41,128.00
	\$1,051.73	\$1,314.62	\$1,577.52
	\$13.15	\$16.44	\$19.72
6	\$29,320.00	\$36,650.00	\$43,980.00
	\$1,124.61	\$1,405.76	\$1,686.91
	\$14.06	\$17.58	\$21.09
7	\$30,177.00	\$39,191.00	\$48,204.00
	\$1,157.48	\$1,503.22	\$1,848.93
	\$14.47	\$18.80	\$23.12
8	\$32,268.00	\$41,907.00	\$51,546.00
	\$1,237.68	\$1,607.40	\$1,977.11
	\$15.48	\$20.10	\$24.72
9	\$33,833.00	\$44,812.00	\$55,791.00
	\$1,297.71	\$1,718.82	\$2,139.93
	\$16.23	\$21.49	\$26.75
10	\$36,178.00	\$47,919.00	\$59,659.00
	\$1,387.65	\$1,837.99	\$2,288.30
	\$17.35	\$22.98	\$28.61
11	\$38,686.00	\$51,241.00	\$63,795.00
	\$1,483.85	\$1,965.41	\$2,446.94
	\$18.55	\$24.57	\$30.59
12	\$41,368.00	\$54,792.00	\$68,216.00
	\$1,586.72	\$2,101.62	\$2,616.51
	\$19.84	\$26.28	\$32.71
13	\$44,235.00	\$58,590.00	\$72,945.00
	\$1,696.69	\$2,247.29	\$2,797.90
	\$21.21	\$28.10	\$34.97
14	\$47,302.00	\$62,652.00	\$78,002.00
	\$1,814.33	\$2,403.10	\$2,991.86
	\$22.68	\$30.04	\$37.40
15	\$50,581.00	\$66,995.00	\$83,409.00
	\$1,940.10	\$2,569.68	\$3,199.25
	\$24.26	\$32.13	\$40.00
16	\$54,087.00	\$71,639.00	\$89,190.00
	\$2,074.58	\$2,747.80	\$3,420.99
	\$25.94	\$34.35	\$42.77

Notes:

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 5/6/2015 for the period of July 1, 2015 - June 30, 2017. The Hourly and Biweekly rates shown above are calculated using the Non-Leap Year Factor. These rates have been recalculated from the July 1, 2015 - June 30, 2016 structure, which used the Leap Year Factor.

1. Salary structure adjustments and employees' merit increases are independent actions from each other. See Policy VII-9.20 for priority list.
2. Merit increases averaging 2.5% will be granted effective July 1, 2016.