



**USM EXEMPT SALARY STRUCTURE
TRADITIONAL SALARY RANGES
(USED ONLY BY UMB)
JANUARY 1, 2015 – June 30, 2016*
(07/13/2014 – 06/30/2016)**

Pay Range	Minimum	Midpoint	Maximum
C	37,166	53,231	69,297
D	43,796	62,645	81,493
E	51,003	72,900	94,798
F	58,210	83,156	108,103
G	67,080	95,907	124,734
H	77,612	110,874	144,137
I	89,255	126,952	164,649
J	98,678	147,740	196,802
K	129,169	218,480	307,792

***NOTE:**

The salary structure is based on USM market studies and State of MD General Assembly approved COLA. From the Biennial Exempt Market Salary Survey, the Annual Rates were approved by the BOR on April 11, 2014 for the period of July 9, 2014 for former BOT Institutions and July 13, 2014 for UM Institutions through June 30, 2016; **revised January 1, 2015 with a 2% COLA.**

1. Salary structure adjustments and employees' COLA increases are independent actions from each other.
2. 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.
3. All other USM Institutions use the USM Exempt Salary Structure - Wide Pay Ranges.