



**USM EXEMPT SALARY STRUCTURE  
WIDE SALARY RANGES**

**JANUARY 1, 2015 – June 30, 2016\***

(07/09 & 07/13/2014 – 06/30/2016 - BSU, CSU, FSU, SU, TU, UB  
UMBC, UMCES, UMCP, UMES, UMUC, USMO)

<b>PAY RANGE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>I</b>	<b>37,166</b>	<b>95,037</b>
<b>II</b>	<b>44,600</b>	<b>129,339</b>
<b>III</b>	<b>55,542</b>	<b>164,618</b>
<b>IV</b>	<b>77,141</b>	<b>229,880</b>
<b>V</b>	<b>100,284</b>	<b>307,792</b>

**\*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. UMB uses the USM Exempt Salary Structure -Traditional Pay Ranges.