



USM NONEXEMPT SALARY STRUCTURE

July 1, 2007 - June 30, 2009 *

Pay Range	Minimum	Mid-Point	Maximum
01	\$20,772.00 \$794.56 \$9.93	\$22,886.00 \$875.42 \$10.94	\$25,000.00 \$956.28 \$11.95
02	\$20,864.00 \$798.08 \$9.98	\$24,701.00 \$944.85 \$11.81	\$28,538.00 \$1,091.62 \$13.65
03	\$20,969.00 \$802.09 \$10.03	\$26,211.50 \$1,002.63 \$12.53	\$31,454.00 \$1,203.16 \$15.04
04	\$21,702.00 \$830.13 \$10.38	\$27,459.50 \$1,050.36 \$13.13	\$33,217.00 \$1,270.60 \$15.88
05	\$23,058.00 \$882.00 \$11.02	\$29,733.00 \$1,137.33 \$14.22	\$36,408.00 \$1,392.66 \$17.41
06	\$25,079.00 \$959.31 \$11.99	\$32,339.00 \$1,237.01 \$15.46	\$39,599.00 \$1,514.72 \$18.93
07	\$26,931.00 \$1,030.15 \$12.88	\$34,949.50 \$1,336.87 \$16.71	\$42,968.00 \$1,643.58 \$20.54
08	\$28,939.00 \$1,106.96 \$13.84	\$37,555.50 \$1,436.55 \$17.96	\$46,172.00 \$1,766.14 \$22.08
09	\$30,305.00 \$1,159.21 \$14.49	\$40,178.50 \$1,536.88 \$19.21	\$50,052.00 \$1,914.56 \$23.93
10	\$32,271.00 \$1,234.41 \$15.43	\$42,785.50 \$1,636.60 \$20.46	\$53,300.00 \$2,038.80 \$25.48
11	\$34,238.00 \$1,309.65 \$16.37	\$45,393.00 \$1,736.34 \$21.70	\$56,548.00 \$2,163.04 \$27.04
12	\$36,204.00 \$1,384.85 \$17.31	\$48,000.00 \$1,836.06 \$22.95	\$59,796.00 \$2,287.28 \$28.59
13	\$38,171.00 \$1,460.09 \$18.25	\$50,607.00 \$1,935.79 \$24.20	\$63,043.00 \$2,411.48 \$30.14
14	\$40,137.00 \$1,535.29 \$19.19	\$53,214.00 \$2,035.51 \$25.44	\$66,291.00 \$2,535.72 \$31.70
15	\$42,104.00 \$1,610.53 \$20.13	\$55,821.50 \$2,135.25 \$26.69	\$69,539.00 \$2,659.96 \$33.25
16	\$44,070.00 \$1,685.74 \$21.07	\$58,428.50 \$2,234.97 \$27.94	\$72,787.00 \$2,784.20 \$34.80
17	\$44,246.00 \$1,692.47 \$21.16	\$58,662.00 \$2,243.90 \$28.05	\$73,078.00 \$2,795.33 \$34.94

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect until **June 30, 2009**.
* **The Hourly and Biweekly rates shown above are calculated using the Leap Year Factor for FY'08. These rates will be recalculated for FY'09 using the Non-Leap Year Factor.**
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employee's salaries will be increased by a 2% COLA on July 1, 2007, as approved by the State of MD General Assembly – Given in full regardless of the Pay Range maximum.
4. Merit increases for FY 2008 are effective July 1, 2007 – **Not to exceed maximum of Pay Range.**

Approved by the BOR 04/13/07