USM NONEXEMPT SALARY STRUCTURE

July 1, 2011 - June 30, 2013

Pay Range	Minimum	Midpoint	Maximum
01	$21,188 $810.47 $10.13	$22,886 $875.42 $10.94	$25,000 $956.29 $11.95
02	$21,280 $813.99 $10.17	$24,701 $944.84 $11.81	$28,538 $1,091.62 $13.65
03	$21,385 $818.01 $10.23	$26,211 $1,002.60 $12.53	$31,454 $1,203.16 $15.04
04	$21,702 $830.14 $10.38	$27,460 $1,050.38 $13.12	$33,217 $1,270.60 $15.88
05	$23,058 $882.01 $11.03	$29,733 $1,137.32 $14.21	$36,408 $1,392.66 $17.41
06	$25,079 $959.31 $11.99	$32,339 $1,237.01 $15.46	$39,599 $1,514.72 $18.93
07	$26,931 $1,030.15 $12.88	$34,950 $1,336.88 $16.71	$42,968 $1,643.59 $20.54
08	$28,939 $1,106.96 $13.84	$37,556 $1,436.56 $17.95	$46,172 $1,766.15 $22.08
09	$30,305 $1,159.21 $14.49	$40,179 $1,536.90 $19.21	$50.052 $1,914.56 $23.93
10	$32.271 $1,234.41 $15.43	$42,786 $1,636.62 $20.45	$53,300 $2,038.80 $25.48
11	$34,238 $1,309.66 $16.37	$45,393 $1,736.34 $21.70	$56,548 $2,163.04 $27.04
12	$36,204 $1,384.86 $17.31	$48,000 $1,836.06 $22.95	$59,796 $2,287.28 $28.59
13	$38,171 $1,460.10 $18.25	$50,607 $1,935.78 $24.19	$63,043 $2,411.49 $30.14
14	$40,137 $1,535.30 $19.19	$53,214 $2,035.50 $25.44	$66,291 $2,535.73 $31.70
15	$42,104 $1,610.54 $20.13	$55,822 $2,135.26 $26.69	$69,539 $2,659.97 $33.25
16	$44.070 $1,685.74 $21.07	$58,429 $2,234.98 $27.93	$72,787 $2,784.21 $34.80

NOTE:

1. The salary structure is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect until **June 30, 2013. * The Hourly and Biweekly rates shown above are calculated using the Leap Year Factor for FY'12. These rates will be recalculated for FY'13 using the Non-Leap Year Factor.**
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will **NOT** be increased by a COLA for Fiscal Year 2012 (July 1, 2011-June 30, 2012). The State of MD General Assembly did **NOT** approve a COLA for FY 2012**.**
4. There will be **NO** Merit increases for FY 2012.

Salary Structure Approved by the BOR 4/13/07. Changes approved by the BOR on 4/10/09 were only: increases to the minimums of Pay Ranges 1, 2, 3 and elimination of Pay Range 17; all other minimum, midpoints and maximums remained the same as in the 7/1/2008-6/30/2009 salary structure. BOR approved on 4/15/2011 continuation of Salary Structure Annual Rates for 7/1/2011-6/30/2012 with no changes.