



USM NONEXEMPT SALARY STRUCTURE

July 1, 2011 – Extended to January 7 (former BOT Insts) and January 11 (UM Insts), 2014

(using non-leap year hourly and biweekly rates)

Pay Range	Minimum	Mid-Point	Maximum
01	\$21,188.00 \$812.70 \$10.16	\$22,886.00 \$877.82 \$10.97	\$25,000.00 \$958.91 \$11.99
02	\$21,280.00 \$816.22 \$10.20	\$24,701.00 \$947.44 \$11.84	\$28,538.00 \$1,094.61 \$13.68
03	\$21,385.00 \$820.25 \$10.25	\$26,211.50 \$1,005.37 \$12.57	\$31,454.00 \$1,206.46 \$15.08
04	\$21,702.00 \$832.41 \$10.41	\$27,459.50 \$1,053.24 \$13.17	\$33,217.00 \$1,274.08 \$15.93
05	\$23,058.00 \$884.42 \$11.06	\$29,733.00 \$1,140.44 \$14.26	\$36,408.00 \$1,396.48 \$17.46
06	\$25,079.00 \$961.94 \$12.02	\$32,339.00 \$1,240.40 \$15.51	\$39,599.00 \$1,518.87 \$18.99
07	\$26,931.00 \$1,032.97 \$12.91	\$34,949.50 \$1,340.53 \$16.76	\$42,968.00 \$1,648.09 \$20.60
08	\$28,939.00 \$1,109.99 \$13.87	\$37,555.50 \$1,440.48 \$18.01	\$46,172.00 \$1,770.99 \$22.14
09	\$30,305.00 \$1,162.39 \$14.53	\$40,178.50 \$1,541.09 \$19.26	\$50,052.00 \$1,919.81 \$24.00
10	\$32,271.00 \$1,237.80 \$15.47	\$42,785.50 \$1,641.09 \$20.51	\$53,300.00 \$2,044.39 \$25.55
11	\$34,238.00 \$1,313.24 \$16.42	\$45,393.00 \$1,741.10 \$21.76	\$56,548.00 \$2,168.97 \$27.11
12	\$36,204.00 \$1,388.65 \$17.36	\$48,000.00 \$1,841.10 \$23.01	\$59,796.00 \$2,293.55 \$28.67
13	\$38,171.00 \$1,464.10 \$18.30	\$50,607.00 \$1,941.09 \$24.26	\$63,043.00 \$2,418.09 \$30.23
14	\$40,137.00 \$1,539.51 \$19.24	\$53,214.00 \$2,041.08 \$25.51	\$66,291.00 \$2,542.67 \$31.78
15	\$42,104.00 \$1,614.95 \$20.19	\$55,821.50 \$2,141.10 \$26.76	\$69,539.00 \$2,667.25 \$33.34
16	\$44,070.00 \$1,690.36 \$21.13	\$58,428.50 \$2,241.09 \$28.01	\$72,787.00 \$2,791.84 \$34.90

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 **January 7, 2014 for former BOT Insts and January 11, 2014 for UM Institutions**. * **The Hourly and Biweekly rates shown above are calculated using the Non-Leap Year Facto.**
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will be increased by a **3%COLA on January 1, 2014** for the last six months of Fiscal Year 2014 (January 1, 2014-June 30, 2014), as approved by the State of MD General Assembly .
4. On April 1, 2014 there will be a 2.5% Merit increase for employees who at least Meet Standards on their Performance Evaluation for the evaluation period that ended on March 31, 2013.

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 7/1/2011-6/30/2013 with no changes. **BOR approved continuation of this structure until January 7, 2014 for former BOT Institutions and January 11, 2014 for UM Institutions.**