



USM NONEXEMPT SALARY STRUCTURE July 1, 2005 - June 30, 2007

Pay Range	Minimum	Mid-Point	Maximum
01	\$17,830.00* \$683.89 \$8.55	\$21,347.00 \$818.79 \$10.23	\$24,863.00 \$953.65 \$11.92
02	\$18,268.00* \$700.69 \$8.76	\$22,659.00 \$869.11 \$10.86	\$27,050.00 \$1,037.53 \$12.97
03	\$19,400.00* \$744.11 \$9.30	\$24,056.00 \$922.70 \$11.53	\$28,711.00 \$1,101.24 \$13.77
04	\$20,573.00 \$789.10 \$9.86	\$25,515.00 \$978.66 \$12.23	\$30,457.00 \$1,168.21 \$14.60
05	\$21,471.00 \$823.55 \$10.29	\$27,090.00 \$1,039.07 \$12.99	\$32,709.00 \$1,254.59 \$15.68
06	\$22,879.00 \$877.55 \$10.97	\$28,865.00 \$1,107.15 \$13.84	\$34,850.00 \$1,336.71 \$16.71
07	\$24,358.00 \$934.28 \$11.68	\$30,723.00 \$1,178.42 \$14.73	\$37,088.00 \$1,422.55 \$17.78
08	\$25,663.00 \$984.33 \$12.30	\$32,372.00 \$1,241.67 \$15.52	\$39,080.00 \$1,498.96 \$18.74
09	\$27,479.00 \$1,053.99 \$13.17	\$34,671.00 \$1,329.85 \$16.62	\$41,863.00 \$1,605.70 \$20.07
10	\$28,927.00 \$1,109.53 \$13.87	\$37,223.00 \$1,427.73 \$17.85	\$45,518.00 \$1,745.90 \$21.82
11	\$30,743.00 \$1,179.18 \$14.74	\$39,564.00 \$1,517.52 \$18.97	\$48,385.00 \$1,855.86 \$23.20
12	\$32,589.00 \$1,249.99 \$15.62	\$41,937.00 \$1,608.54 \$20.11	\$51,285.00 \$1,967.10 \$24.59
13	\$34,578.00 \$1,326.28 \$16.58	\$44,499.00 \$1,706.81 \$21.34	\$54,420.00 \$2,087.34 \$26.09
14	\$36,689.00 \$1,407.25 \$17.59	\$47,208.00 \$1,810.72 \$22.63	\$57,727.00 \$2,214.19 \$27.68
15	\$38,923.00 \$1,492.94 \$18.66	\$50,085.00 \$1,921.07 \$24.01	\$61,247.00 \$2,349.20 \$29.37
16	\$41,902.00 \$1,607.20 \$20.09	\$53,918.00 \$2,068.09 \$25.85	\$65,933.00 \$2,528.94 \$31.61
17	\$42,065.00 \$1,613.45 \$20.17	\$54,128.00 \$2,076.14 \$25.95	\$66,190.00 \$2,538.79 \$31.73

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. This structure is in effect until **June 30, 2007**.
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will be increased, by \$900 for employees whose annualized base salary is less than \$45,000; and, the lesser of 2% or \$1,400 for employees whose annualized base salary is \$45,000 and above, on July 1, 2006, as approved by the State of MD General Assembly – Given in full regardless of the Pay Range maximum.
4. Merit increases for FY 2007 are effective July 1, 2006 – **Not to exceed maximum of Pay Range**.

*All Regular Status employees in Pay Ranges 1 through 3 are to be paid a minimum annualized salary of \$20,364 as of July 1, 2006