



**USM Nonexempt Salary Structure**  
**July 1, 2015 - June 30, 2017**  
 (Using Non-Leap-Year Hourly and Biweekly Rates)

Pay Range	Minimum	Mid-point	Maximum
1	\$23,613.00	\$25,018.00	\$26,423.00
	\$905.70	\$956.98	\$1,010.72
	\$11.30	\$11.97	\$12.64
2	\$23,826.00	\$28,031.00	\$32,236.00
	\$911.38	\$1,072.23	\$1,233.08
	\$11.40	\$13.41	\$15.42
3	\$24,938.00	\$29,974.00	\$35,010.00
	\$953.92	\$1,146.55	\$1,339.19
	\$11.93	\$14.34	\$16.74
4	\$26,123.00	\$32,053.00	\$37,982.00
	\$999.25	\$1,226.08	\$1,452.87
	\$12.50	\$15.33	\$18.17
5	\$27,420.00	\$34,274.00	\$41,128.00
	\$1,048.86	\$1,311.03	\$1,573.21
	\$13.12	\$16.39	\$19.67
6	\$29,320.00	\$36,650.00	\$43,980.00
	\$1,121.54	\$1,401.92	\$1,682.30
	\$14.02	\$17.53	\$21.03
7	\$30,177.00	\$39,191.00	\$48,204.00
	\$1,154.32	\$1,499.11	\$1,843.87
	\$14.43	\$18.74	\$23.05
8	\$32,268.00	\$41,907.00	\$51,546.00
	\$1,234.30	\$1,603.01	\$1,971.71
	\$15.43	\$20.04	\$24.65
9	\$33,833.00	\$44,812.00	\$55,791.00
	\$1,294.16	\$1,714.13	\$2,134.09
	\$16.18	\$21.43	\$26.68
10	\$36,178.00	\$47,919.00	\$59,659.00
	\$1,383.86	\$1,832.97	\$2,282.04
	\$17.30	\$22.92	\$28.53
11	\$38,686.00	\$51,241.00	\$63,795.00
	\$1,479.80	\$1,960.04	\$2,440.25
	\$18.50	\$24.51	\$30.51
12	\$41,368.00	\$54,792.00	\$68,216.00
	\$1,582.39	\$2,095.87	\$2,609.36
	\$19.78	\$26.20	\$32.62
13	\$44,235.00	\$58,590.00	\$72,945.00
	\$1,692.05	\$2,241.15	\$2,790.25
	\$21.16	\$28.02	\$34.88
14	\$47,302.00	\$62,652.00	\$78,002.00
	\$1,809.37	\$2,396.53	\$2,983.69
	\$22.62	\$29.96	\$37.30
15	\$50,581.00	\$66,995.00	\$83,409.00
	\$1,934.80	\$2,562.66	\$3,190.51
	\$24.19	\$32.04	\$39.89
16	\$54,087.00	\$71,639.00	\$89,190.00
	\$2,068.91	\$2,740.29	\$3,411.64
	\$25.87	\$34.26	\$42.65

**Note:**

The salary structure is based on USM market studies and State of MD General Assembly approved COLA. From the Biennial Nonexempt Market Salary Survey, the Annual Rates were approved by the BOR on 5/6/2015 for the period of July 1, 2015 - June 30, 2017. **The Hourly and Biweekly rates shown above are calculated using the Leap Year Factor. These rates will be recalculated for FY2017, using the Non-Leap Year Factor.**

1. Salary structure adjustments and employees' COLA increases are independent actions from each other.
2. There will be NO Merit increases for Fy 2016.