



**USM Nonexempt Salary Structure
Annual and Hourly Rates**

(Effective: first full pay period following 1/1/2022)

Pay Range	Minimum	Midpoint	Maximum
2	\$31,286 \$15.00	\$33,673 \$16.15	\$36,076 \$17.29
3	\$31,286 \$15.00	\$35,227 \$16.89	\$39,181 \$18.78
4	\$31,286 \$15.00	\$36,896 \$17.69	\$42,506 \$20.38
5	\$31,286 \$15.00	\$38,658 \$18.54	\$46,026 \$22.07
6	\$32,812 \$15.73	\$41,016 \$19.67	\$49,219 \$23.60
7	\$33,772 \$16.19	\$43,859 \$21.03	\$53,945 \$25.86
8	\$36,111 \$17.31	\$46,898 \$22.49	\$57,686 \$27.66
9	\$37,863 \$18.16	\$50,150 \$24.05	\$62,436 \$29.94
10	\$40,487 \$19.41	\$53,626 \$25.71	\$66,765 \$32.01
11	\$43,293 \$20.76	\$57,344 \$27.49	\$71,394 \$34.23
12	\$46,295 \$22.19	\$61,318 \$29.40	\$76,340 \$36.60
13	\$49,503 \$23.73	\$65,569 \$31.44	\$81,633 \$39.14
14	\$52,936 \$25.38	\$70,114 \$33.62	\$87,293 \$41.85
15	\$56,606 \$27.14	\$74,975 \$35.95	\$93,343 \$44.75
16	\$60,530 \$29.02	\$80,172 \$38.44	\$99,813 \$47.85
17	\$64,707 \$31.03	\$85,704 \$41.09	\$106,701 \$51.15

*Approved by the USM Board of Regents, December 10, 2021