



**USM EXEMPT SALARY STRUCTURE  
WIDE SALARY RANGES  
(BSU, CSU, FSU, SU, TU, UB, UMBC, UMCES, UMCP, UMES, USMO)  
07/01/06 – 06/30/08**

<b>RANGE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>I</b>	<b>26,026</b>	<b>66,550</b>
<b>II</b>	<b>29,700</b>	<b>85,910</b>
<b>III</b>	<b>39,600</b>	<b>117,370</b>
<b>IV</b>	<b>55,000</b>	<b>163,900</b>
<b>V</b>	<b>71,500</b>	<b>219,450</b>

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. This structure is in effect until **June 30, 2008**.
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**.