



USM NONEXEMPT SALARY STRUCTURE

January 8, 2014 (former BOT Insts) & January 12, 2014 (UM Insts) – June 30, 2015

(using non-leap year hourly and biweekly rates)

Pay Range	Minimum	Mid-Point	Maximum
1	\$22,260	\$24,712	\$24,909
	\$853.81	\$947.86	\$955.41
	\$10.67	\$11.85	\$11.94
2	\$22,461	\$26,425	\$30,388
	\$861.52	\$1,013.55	\$1,165.57
	\$10.77	\$12.67	\$14.57
3	\$23,509	\$28,256	\$33,003
	\$901.72	\$1,083.80	\$1,265.88
	\$11.27	\$13.55	\$15.82
4	\$24,625	\$30,215	\$35,805
	\$944.53	\$1,158.93	\$1,373.34
	\$11.81	\$14.49	\$17.17
5	\$25,848	\$32,310	\$38,771
	\$991.43	\$1,239.29	\$1,487.11
	\$12.39	\$15.49	\$18.59
6	\$27,639	\$34,549	\$41,459
	\$1,060.13	\$1,325.17	\$1,590.21
	\$13.25	\$16.56	\$19.88
7	\$28,447	\$36,944	\$45,441
	\$1,091.12	\$1,417.04	\$1,742.95
	\$13.64	\$17.71	\$21.79
8	\$30,419	\$39,505	\$48,591
	\$1,166.76	\$1,515.27	\$1,863.77
	\$14.58	\$18.94	\$23.30
9	\$31,894	\$42,244	\$52,593
	\$1,223.33	\$1,620.30	\$2,017.27
	\$15.29	\$20.25	\$25.22
10	\$34,105	\$45,172	\$56,239
	\$1,308.13	\$1,732.62	\$2,157.12
	\$16.35	\$21.66	\$26.96
11	\$36,469	\$48,303	\$60,138
	\$1,398.81	\$1,852.73	\$2,306.67
	\$17.49	\$23.16	\$28.83
12	\$38,997	\$51,652	\$64,306
	\$1,495.78	\$1,981.18	\$2,466.54
	\$18.70	\$24.76	\$30.83
13	\$41,700	\$55,232	\$68,764
	\$1,599.46	\$2,118.49	\$2,637.52
	\$19.99	\$26.48	\$32.97
14	\$44,591	\$59,061	\$73,531
	\$1,710.34	\$2,265.35	\$2,820.37
	\$21.38	\$28.32	\$35.25
15	\$47,682	\$63,155	\$78,628
	\$1,828.90	\$2,422.38	\$3,015.87
	\$22.86	\$30.28	\$37.70
16	\$50,987	\$67,533	\$84,078
	\$1,955.67	\$2,590.31	\$3,224.92
	\$24.45	\$32.38	\$40.31

NOTE:

The salary structure is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect from **January 8, 2014 for former BOT Institutions and January 12, 2014 for UM Institutions through June 30, 2015**. * The Hourly and Biweekly rates shown above are calculated using the Non-Leap Year Factor.

Salary Structure Approved by the BOR 6/21/2013.

1. Salary structure adjustments and employees' COLA increases are independent actions from each other.
2. 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.
3. 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.