USM Nonexempt Salary Structure
July 2019 to June 2021

Pay Range	Minimum	Midpoint	Maximum
1	25,932	27,476	29,019
	$994.65	$1,053.87	$1,113.06
	$12.43	$13.17	$13.91
2	$26,166	$30,785	$35,403
	$1,003.63	$1,180.79	$1,357.92
	$12.55	$14.76	$16.97
3	$27,388	$32,919	$38,450
	$1,050.50	$1,262.65	$1,474.79
	$13.13	$15.78	$18.43
4	$28,689	$35,201	$41,713
	$1,100.40	$1,350.18	$1,599.95
	$13.76	$16.88	$20.00
5	$30,114	$37,641	$45,168
	$1,155.06	$1,443.76	$1,732.47
	$14.44	$18.05	$21.66
6	$32,200	$40,251	$48,301
	$1,235.07	$1,543.87	$1,852.64
	$15.44	$19.30	$23.16
7	$33,142	$43,041	$52,939
	$1,271.20	$1,650.89	$2,030.54
	$15.89	$20.64	$25.38
8	$35,438	$46,024	$56,610
	$1,359.27	$1,765.30	$2,171.34
	$16.99	$22.07	$27.14
9	$37,157	$49,215	$61,272
	$1,425.20	$1,887.70	$2,350.16
	$17.82	$23.60	$29.38
10	$39,732	$52,626	$65,520
	$1,523.97	$2,018.53	$2,513.10
	$19.05	$25.23	$31.41
11	$42,486	$56,275	$70,063
	$1,629.60	$2,158.49	$2,687.35
	$20.37	$26.98	$33.59
12	$45,432	$60,175	$74,917
	$1,742.60	$2,308.08	$2,873.53
	$21.78	$28.85	$35.92
13	$48,580	$64,346	$80,111
	$1,863.34	$2,468.07	$3,072.75
	$23.29	$30.85	$38.41
14	$51,949	$68,807	$85,665
	$1,992.56	$2,639.17	$3,285.78
	$24.91	$32.99	$41.07
15	$55,551	$73,577	$91,603
	$2,130.72	$2,822.13	$3,513.54
	$26.63	$35.28	$43.92
16	$59,401	$78,677	$97,952
	$2,278.39	$3,017.75	$3,757.06
	$28.48	$37.72	$46.96
17	$63,500	$84,106	$104,711
	$2,435.62	$3,225.98	$4,016.31
	$30.45	$40.32	$50.20

Notes:

1. The upper figure is the ANNUAL salary; middle figure is the BIWEEKLY salary; lower figure is the HOURLY rate.
2. The USM Nonexempt Salary Structure was approved by the USM Board of Regents on June 21, 2019, based on the biennial market review.
3. The Nonexempt structure went into effect at the beginning of the first full pay period in July, 2019.
4. The bi-weekly and hourly rates are based on the non-leap year factor (26.071428)