



**USM EXEMPT SALARY STRUCTURE  
WIDE SALARY RANGES**

**07/09 & 07/13/2014 – 06/30/2016\***

**(July 9, 2014: BSU, CSU, FSU, SU, TU, UB); and  
(July 13, 2014: UMBC, UMCES, UMCP, UMES, UMUC, USMO)**

<b>RANGE</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
<b>I</b>	<b>36,437</b>	<b>93,173</b>
<b>II</b>	<b>43,725</b>	<b>126,802</b>
<b>III</b>	<b>54,452</b>	<b>161,390</b>
<b>IV</b>	<b>75,628</b>	<b>225,372</b>
<b>V</b>	<b>98,317</b>	<b>301,756</b>

**NOTE:**

The salary structure is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect from **July 9, 2014 for former BOT Institutions and July 13, 2014 for UM Institutions through June 30, 2015.**

1. Salary structure adjustments and employees' COLA increases are independent actions from each other.
2. On July 1, 2014 there will be an **average of 2.5%** Merit increase for Exempt employees who at least Meet Standards on their Performance Evaluation, for the evaluation period that ended on March 31, **2014**.
3. Employees' salaries will be increased by a **2%COLA** on **January 1, 2015** for the last six months of Fiscal Year 2015 (January 1, 2015-June 30, 2015), as approved by the State of MD General Assembly. Given in full, regardless of the Pay Range Maximum.
4. \*It is expected the Exempt Salary Structure will be increased by the 2% COLA on January 1, 2015.
5. UMB uses the USM Exempt Salary Structure -Traditional Salary Ranges.