

## USM Nonexempt Salary Structure

**Annual and Hourly Rates**  
**Effective July 1, 2022**

<b>Pay Range</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
2	\$31,286 \$15.00	\$36,761 \$17.63	\$42,236 \$20.25
3	\$31,953 \$15.32	\$37,545 \$18.00	\$43,137 \$20.68
4	\$32,621 \$15.64	\$38,325 18.38	\$44,029 21.11
5	\$33,288 \$15.96	\$40,494 19.42	\$47,700 \$22.87
6	\$33,997 16.30	\$42,496 20.38	\$50,996 24.45
7	\$34,977 \$16.77	\$45,427 \$21.78	\$55,876 \$26.79
8	\$37,418 \$17.94	\$48,587 \$23.30	\$59,756 \$28.65
9	\$39,232 \$18.81	\$51,966 \$24.92	\$64,699 \$31.02
10	\$41,944 \$20.11	\$55,553 \$26.64	\$69,162 \$33.16
11	\$44,843 \$21.50	\$59,401 \$28.48	\$73,959 \$35.46
12	\$47,951 \$22.99	\$63,520 \$30.46	\$79,090 \$37.92
13	\$51,288 \$24.59	\$67,932 \$32.57	\$84,576 \$40.55
14	\$54,854 \$26.30	\$72,645 \$34.83	\$90,437 \$43.36
15	\$58,629 \$28.11	\$77,674 \$37.24	\$96,715 \$46.37
16	\$62,717 \$30.07	\$83,053 \$39.82	\$103,389 49.57
17	\$67,056 \$32.15	\$88,799 \$42.58	\$110,543 \$53.00

Approved by the USM Board of Regents on June 17, 2022.



## **Exempt Salary Structure Wide Salary Ranges**

**For use by BSU, CSU, FSU, SU, TU, UB, UMBC,  
UMCES, UMCP, UMES, UMUC, & USMO**

**Effective July 1, 2022**

<b>Pay Grade</b>	<b>Minimum</b>	<b>Maximum</b>
I	\$42,808	\$109,460
II	\$51,371	\$148,967
III	\$63,974	\$189,600
IV	\$88,851	\$264,766
V	\$115,508	\$354,516

This is a 4.4% increase over the previous structure in place since April 1, 2019.  
Approved by the USM Board of Regents on June 17, 2022.