



**USM NONEXEMPT SALARY STRUCTURE**  
July 1, 2009 - June 30, 2011

Pay Range	Minimum	Mid-Point	Maximum
01	\$21,188.00 \$812.70 \$10.16	\$22,886.00 \$877.82 \$10.97	\$25,000.00 \$958.91 \$11.99
02	\$21,280.00 \$816.22 \$10.20	\$24,701.00 \$947.44 \$11.84	\$28,538.00 \$1,094.61 \$13.68
03	\$21,385.00 \$820.26 \$10.25	\$26,211.50 \$1,005.37 \$12.57	\$31,454.00 \$1,206.46 \$15.08
04	\$21,702.00 \$832.41 \$10.41	\$27,459.50 \$1,053.24 \$13.17	\$33,217.00 \$1,274.08 \$15.93
05	\$23,058.00 \$884.42 \$11.06	\$29,733.00 \$1,140.44 \$14.26	\$36,408.00 \$1,396.48 \$17.46
06	\$25,079.00 \$961.94 \$12.02	\$32,339.00 \$1,240.40 \$15.51	\$39,599.00 \$1,518.87 \$18.99
07	\$26,931.00 \$1,032.97 \$12.91	\$34,949.50 \$1,340.53 \$16.76	\$42,968.00 \$1,648.09 \$20.60
08	\$28,939.00 \$1,109.99 \$13.87	\$37,555.50 \$1,440.48 \$18.01	\$46,172.00 \$1,770.99 \$22.14
09	\$30,305.00 \$1,162.39 \$14.53	\$40,178.50 \$1,541.09 \$19.26	\$50,052.00 \$1,919.81 \$24.00
10	\$32,271.00 \$1,237.80 \$15.47	\$42,785.50 \$1,641.09 \$20.51	\$53,300.00 \$2,044.39 \$25.55
11	\$34,238.00 \$1,313.24 \$16.42	\$45,393.00 \$1,741.10 \$21.76	\$56,548.00 \$2,168.97 \$27.11
12	\$36,204.00 \$1,388.65 \$17.36	\$48,000.00 \$1,841.10 \$23.01	\$59,796.00 \$2,293.55 \$28.67
13	\$38,171.00 \$1,464.10 \$18.30	\$50,607.00 \$1,941.09 \$24.26	\$63,043.00 \$2,418.09 \$30.23
14	\$40,137.00 \$1,539.51 \$19.24	\$53,214.00 \$2,041.08 \$25.51	\$66,291.00 \$2,542.67 \$31.78
15	\$42,104.00 \$1,614.95 \$20.19	\$55,821.50 \$2,141.10 \$26.76	\$69,539.00 \$2,667.25 \$33.34
16	\$44,070.00 \$1,690.36 \$21.13	\$58,428.50 \$2,241.09 \$28.01	\$72,787.00 \$2,791.84 \$34.90
17	\$44,246.00 \$1,697.11 \$21.21	\$58,662.00 \$2,250.05 \$28.13	\$73,078.00 \$2,803.00 \$35.04

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. The Annual Rates in this structure are in effect until June 30, 2011.
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will NOT be increased by a COLA on July 1, 2009.
4. There will be NO Merit increases for FY 2010.

Salary Structure Approved by the BOR 4/10/09