



**USM EXEMPT SALARY STRUCTURE
TRADITIONAL SALARY RANGES
(Used only by UMB)
07/13/2014 – 06/30/2016***

Pay Range	Minimum	Midpoint	Maximum
C	\$36,437	\$52,187	\$67,938
D	\$42,937	\$61,416	\$79,895
E	\$50,002	\$71,470	\$92,939
F	\$57,068	\$81,525	\$105,983
G	\$65,764	\$94,026	\$122,288
H	\$76,090	\$108,700	\$141,310
I	\$87,504	\$124,462	\$161,420
J	\$96,743	\$144,843	\$192,943
K	\$126,636	\$214,196	\$301,756

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.