

USM Nonexempt Salary Structure

Annual and Hourly Rates (Non-Leap Year)*
Effective July 1, 2023

Pay Range	Minimum	Midpoint	Maximum
2	\$32,391	\$38,043	\$43,717
	\$15.53	\$18.24	\$20.96
3	\$33,079	\$38,857	\$44,634
	\$15.86	\$18.63	\$21.40
4	\$33,768	\$39,670	\$45,573
	\$16.19	\$19.02	\$21.85
5	\$34,456	\$41,902	\$49,369
	\$16.52	\$20.09	\$23.67
6	\$35,186	\$43,988	\$52,789
	\$16.87	\$21.09	\$25.31
7	\$36,208	\$47,012	\$57,837
	\$17.36	\$22.54	\$27.73
8	\$38,732	\$50,287	\$61,841
	\$18.57	\$24.11	\$29.65
9	\$40,609	\$53,791	\$66,972
	\$19.47	\$25.79	\$32.11
10	\$43,404	\$57,503	\$71,582
	\$20.81	\$27.57	\$34.32
11	\$46,407	\$61,487	\$76,546
	\$22.25	\$29.48	\$36.70
12	\$49,619	\$65,742	\$81,864
	\$23.79	\$31.52	\$39.25
13	\$53,081	\$70,309	\$87,537
	\$25.45	\$33.71	\$41.97
14	\$56,773	\$75,190	\$93,607
	\$27.22	\$36.05	\$44.88
15	\$60,673	\$80,383	\$100,093
	\$29.09	\$38.54	\$47.99
16	\$64,907	\$85,952	\$106,997
	\$31.12	\$41.21	\$51.30
17	\$69,413	\$91,917	\$114,422
	\$33.28	\$44.07	\$54.86

*Hourly rates may vary during a leap year.

A 3.5% increase to the Nonexempt Salary Structure was approved by the USM BOR on June 16, 2023.