



Enclosure 2

**USM EXEMPT SALARY STRUCTURE
WIDE SALARY RANGES
(BSU, CSU, FSU, SU, TU, UB, UMBC, UMCES, UMCP, UMES, USMO)
07/01/08– 06/30/10**

RANGE	MINIMUM	MAXIMUM
I	29,149	74,536
II	32,670	94,501
III	43,560	129,107
IV	60,500	180,290
V	78,650	241,395

NOTE:

1. The salary structure adjustment is based on market studies and not affected by COLA. This structure is in effect until **June 30, 2010**
2. Salary structure adjustments and employees' COLA increases are independent actions from each other.
3. Employees' salaries will be increased, by 2% on July 1, 2008, as approved by the State of MD General Assembly – Given in full, regardless of the Pay Range Maximum.
4. Merit increases for FY 2009 are effective July 1, 2008 – **Not to exceed Maximum of Pay Range.**

Approved by the BOR 4/11/08