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

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Minimum</th>
<th>Mid-Point</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>$21,188.00</td>
<td>$22,886.00</td>
<td>$25,000.00</td>
</tr>
<tr>
<td></td>
<td>$12.70</td>
<td>$77.82</td>
<td>$958.91</td>
</tr>
<tr>
<td></td>
<td>$10.16</td>
<td>$10.97</td>
<td>$11.99</td>
</tr>
<tr>
<td>02</td>
<td>$21,280.00</td>
<td>$24,701.00</td>
<td>$28,536.00</td>
</tr>
<tr>
<td></td>
<td>$518.22</td>
<td>$947.44</td>
<td>$1,094.61</td>
</tr>
<tr>
<td></td>
<td>$10.20</td>
<td>$18.46</td>
<td>$13.68</td>
</tr>
<tr>
<td>03</td>
<td>$21,385.00</td>
<td>$26,211.50</td>
<td>$31,454.00</td>
</tr>
<tr>
<td></td>
<td>$820.25</td>
<td>$1,005.37</td>
<td>$1,208.46</td>
</tr>
<tr>
<td></td>
<td>$10.25</td>
<td>$12.57</td>
<td>$15.08</td>
</tr>
<tr>
<td>04</td>
<td>$21,702.00</td>
<td>$27,459.50</td>
<td>$33,217.00</td>
</tr>
<tr>
<td></td>
<td>$832.41</td>
<td>$1,053.24</td>
<td>$1,274.08</td>
</tr>
<tr>
<td></td>
<td>$10.41</td>
<td>$13.17</td>
<td>$16.93</td>
</tr>
<tr>
<td>05</td>
<td>$23,058.00</td>
<td>$29,733.00</td>
<td>$38,408.00</td>
</tr>
<tr>
<td></td>
<td>$884.42</td>
<td>$1,140.44</td>
<td>$1,396.46</td>
</tr>
<tr>
<td></td>
<td>$11.08</td>
<td>$14.26</td>
<td>$17.49</td>
</tr>
<tr>
<td>06</td>
<td>$25,079.00</td>
<td>$32,329.00</td>
<td>$39,586.00</td>
</tr>
<tr>
<td></td>
<td>$981.94</td>
<td>$1,240.40</td>
<td>$1,518.87</td>
</tr>
<tr>
<td></td>
<td>$12.02</td>
<td>$15.51</td>
<td>$18.99</td>
</tr>
<tr>
<td>07</td>
<td>$26,931.00</td>
<td>$34,949.50</td>
<td>$42,868.00</td>
</tr>
<tr>
<td></td>
<td>$1,032.97</td>
<td>$1,340.53</td>
<td>$1,648.09</td>
</tr>
<tr>
<td></td>
<td>$12.91</td>
<td>$16.78</td>
<td>$20.60</td>
</tr>
<tr>
<td>08</td>
<td>$28,939.00</td>
<td>$37,555.50</td>
<td>$46,172.00</td>
</tr>
<tr>
<td></td>
<td>$1,109.99</td>
<td>$1,440.48</td>
<td>$1,770.99</td>
</tr>
<tr>
<td></td>
<td>$13.87</td>
<td>$16.01</td>
<td>$22.14</td>
</tr>
<tr>
<td>09</td>
<td>$30,305.00</td>
<td>$40,178.50</td>
<td>$50,052.00</td>
</tr>
<tr>
<td></td>
<td>$1,162.39</td>
<td>$1,541.09</td>
<td>$1,919.81</td>
</tr>
<tr>
<td></td>
<td>$14.53</td>
<td>$18.26</td>
<td>$24.00</td>
</tr>
<tr>
<td>10</td>
<td>$32,271.00</td>
<td>$42,765.50</td>
<td>$63,300.00</td>
</tr>
<tr>
<td></td>
<td>$1,237.80</td>
<td>$1,641.09</td>
<td>$2,044.39</td>
</tr>
<tr>
<td></td>
<td>$15.47</td>
<td>$20.51</td>
<td>$26.55</td>
</tr>
<tr>
<td>11</td>
<td>$34,238.00</td>
<td>$45,393.00</td>
<td>$66,546.00</td>
</tr>
<tr>
<td></td>
<td>$1,313.24</td>
<td>$1,741.10</td>
<td>$2,168.97</td>
</tr>
<tr>
<td></td>
<td>$16.42</td>
<td>$21.78</td>
<td>$27.11</td>
</tr>
<tr>
<td>12</td>
<td>$36,204.00</td>
<td>$48,000.00</td>
<td>$59,796.00</td>
</tr>
<tr>
<td></td>
<td>$1,388.65</td>
<td>$1,841.10</td>
<td>$2,253.55</td>
</tr>
<tr>
<td></td>
<td>$17.36</td>
<td>$23.01</td>
<td>$28.67</td>
</tr>
<tr>
<td>13</td>
<td>$38,171.00</td>
<td>$50,607.00</td>
<td>$63,043.00</td>
</tr>
<tr>
<td></td>
<td>$1,464.10</td>
<td>$1,841.09</td>
<td>$2,318.08</td>
</tr>
<tr>
<td></td>
<td>$18.30</td>
<td>$24.25</td>
<td>$30.23</td>
</tr>
<tr>
<td>14</td>
<td>$40,137.00</td>
<td>$53,214.00</td>
<td>$68,291.00</td>
</tr>
<tr>
<td></td>
<td>$1,539.51</td>
<td>$2,041.08</td>
<td>$2,542.67</td>
</tr>
<tr>
<td></td>
<td>$19.24</td>
<td>$25.51</td>
<td>$31.78</td>
</tr>
<tr>
<td>15</td>
<td>$42,104.00</td>
<td>$55,821.50</td>
<td>$69,539.00</td>
</tr>
<tr>
<td></td>
<td>$1,614.95</td>
<td>$2,141.10</td>
<td>$2,667.25</td>
</tr>
<tr>
<td></td>
<td>$20.19</td>
<td>$28.78</td>
<td>$33.34</td>
</tr>
<tr>
<td>16</td>
<td>$44,070.00</td>
<td>$58,428.50</td>
<td>$72,787.00</td>
</tr>
<tr>
<td></td>
<td>$1,650.36</td>
<td>$2,241.09</td>
<td>$2,751.84</td>
</tr>
<tr>
<td></td>
<td>$21.13</td>
<td>$29.01</td>
<td>$34.60</td>
</tr>
<tr>
<td>17</td>
<td>$44,246.00</td>
<td>$58,962.00</td>
<td>$73,076.00</td>
</tr>
<tr>
<td></td>
<td>$1,697.11</td>
<td>$2,250.05</td>
<td>$2,803.00</td>
</tr>
<tr>
<td></td>
<td>$21.21</td>
<td>$28.13</td>
<td>$35.04</td>
</tr>
</tbody>
</table>

**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