

## USM Nonexempt Salary Structure

**Annual and Hourly Rates (Non-Leap Year)\*  
Effective July 1, 2024**

Grade	Minimum	Midpoint	Maximum
2	\$38,000 \$18.22	\$44,644 \$21.40	\$51,287 \$24.59
3	\$39,140 \$18.77	\$45,977 \$22.04	\$52,813 \$25.32
4	\$40,315 \$19.33	\$47,362 \$22.71	\$54,409 \$26.09
5	\$41,524 \$19.91	\$50,510 \$24.22	\$59,496 \$28.53
6	\$42,770 \$20.51	\$53,469 \$25.64	\$64,167 \$30.77
7	\$44,053 \$21.12	\$57,211 \$27.43	\$70,368 \$33.74
8	\$45,375 \$21.75	\$58,911 \$28.25	\$72,448 \$34.74
9	\$46,736 \$22.41	\$61,906 \$29.68	\$77,077 \$36.95
10	\$48,138 \$23.08	\$63,764 \$30.57	\$79,389 \$38.06
11	\$49,582 \$23.77	\$65,682 \$31.49	\$81,782 \$39.21
12	\$51,069 \$24.49	\$67,663 \$32.44	\$84,257 \$40.40
13	\$53,081 \$25.45	\$70,309 \$33.71	\$87,537 \$41.97
14	\$56,773 \$27.22	\$75,190 \$36.05	\$93,607 \$44.88
15	\$60,673 \$29.09	\$80,383 \$38.54	\$100,093 \$47.99
16	\$64,907 \$31.12	\$85,952 \$41.21	\$106,997 \$51.30
17	\$69,413 \$33.28	\$91,917 \$44.07	\$114,422 \$54.86

\*Hourly rates may vary during a leap year.

A \$38,000 minimum and a 3% range progression for grades 3-12 were approved by the USM Board of Regents on April 19, 2024.