

### Nonexempt Salary Structure July 2019 - June 2021\*

Pay Range	Minimum	Midpoint	Maximum
1	\$25,932.00	\$27,476.00	\$29,019.00
	\$991.93	\$1,050.99	\$1,110.02
	\$12.40	\$13.14	\$13.88
2	\$26,166.00	\$30,785.00	\$35,403.00
	\$1,000.89	\$1,177.57	\$1,354.21
	\$12.51	\$14.72	\$16.93
3	\$27,388.00	\$32,919.00	\$38,450.00
	\$1,047.63	\$1,259.20	\$1,470.77
	\$13.10	\$15.74	\$18.38
4	\$28,689.00	\$35,201.00	\$41,713.00
	\$1,097.39	\$1,346.49	\$1,595.58
	\$13.72	\$16.83	\$19.94
5	\$30,114.00	\$37,641.00	\$45,168.00
	\$1,151.90	\$1,439.82	\$1,727.74
	\$14.40	\$18.00	\$21.60
6	\$32,200.00	\$40,251.00	\$48,301.00
	\$1,231.69	\$1,539.66	\$1,847.58
	\$15.40	\$19.25	\$23.09
7	\$33,142.00	\$43,041.00	\$52,939.00
	\$1,267.73	\$1,646.38	\$2,024.99
	\$15.85	\$20.58	\$25.31
8	\$35,438.00	\$46,024.00	\$56,610.00
	\$1,355.55	\$1,760.48	\$2,165.41
	\$16.94	\$22.01	\$27.07
9	\$37,157.00	\$49,215.00	\$61,272.00
	\$1,421.31	\$1,882.54	\$2,343.74
	\$17.77	\$23.53	\$29.30
10	\$39,732.00	\$52,626.00	\$65,520.00
	\$1,519.80	\$2,013.02	\$2,506.23
	\$19.00	\$25.16	\$31.33
11	\$42,486.00	\$56,275.00	\$70,063.00
	\$1,625.15	\$2,152.60	\$2,680.01
	\$20.31	\$26.91	\$33.50
12	\$45,432.00	\$60,175.00	\$74,917.00
	\$1,737.84	\$2,301.78	\$2,865.68
	\$21.72	\$28.77	\$35.82
13	\$48,580.00	\$64,346.00	\$80,111.00
	\$1,858.25	\$2,461.32	\$3,064.36
	\$23.23	\$30.77	\$38.30
14	\$51,949.00	\$68,807.00	\$85,665.00
	\$1,987.12	\$2,631.96	\$3,276.80
	\$24.84	\$32.90	\$40.96
15	\$55,551.00	\$73,577.00	\$91,603.00
	\$2,124.90	\$2,814.42	\$3,503.94
	\$26.56	\$35.18	\$43.80
16	\$59,401.00	\$78,677.00	\$97,952.00
	\$2,272.17	\$3,009.50	\$3,746.80
	\$28.40	\$37.62	\$46.83
17	\$63,500.00	\$84,106.00	\$104,711.00
	\$2,428.96	\$3,217.17	\$4,005.34
	\$30.36	\$40.21	\$50.07

**Notes**

1. The USM NX Salary Structure is effective at the beginning of the first full pay period in July 2019 through June 2021 (approved by the BOR on 6/21/2019)
2. The biweekly salary and hourly computations include the leap year factor (26.142857); on 7/1/2020, the biweekly and hourly rates will be recomputed using a non-leap year factor.
3. On 1/1/2020, the State's minimum wage will adjust to \$11.00/hour; then, on 1/1/2021, the State's minimum wage will adjust to \$11.75/hour