**Nonexempt Salary Structure**

*Delegated Hiring Authority*

**JULY 1, 2015 – JUNE 30, 2017**

<table>
<thead>
<tr>
<th>Pay Range</th>
<th>Minimum</th>
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<th>Maximum</th>
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</table>

*** UMCP does not use Pay Range 1

**** UMCP Delegated Hiring authority is 10% due to the narrow range spread

NOTE: The salary structure adjustment is based on market studies and State of MD General Assembly approved COLA. From the Biennial Nonexempt Market Salary Survey, the Annual Rates were approved by the BOR on 05/06/2015 for the period of July 1, 2015 – June 30, 2017. The hourly and bi-weekly rates shown above are calculated using the leap year factor. These rates will be recalculated for FY2017, using the Non-Leap Year Factor.

1. Salary structure adjustments and employees COLA increases are independent actions from each other.
2. There will be no merit increases for FY2016