

# 2023-24 Staff Salary Schedule

Central Michigan University

Effective 7/1/23

<b>Office Professional</b>		
Level	Min	Max
OP-4	\$13.00	\$18.64
OP-5	\$14.50	\$21.33
OP-6	\$16.00	\$23.87

<b>Supervisory Technical</b>		
Level	Min	Max
ST-3	\$13.00	\$19.65
ST-4	\$14.00	\$22.79
ST-5	\$15.85	\$24.53
ST-6	\$17.00	\$25.64
ST-7	\$20.30	\$33.49
ST-8	\$24.00	\$39.42

No employee will have a base pay above the pay range maximum for their assigned pay level, except that any employee whose rate exceeds the maximum because of the addition to their base of longevity will still be eligible for negotiated wage increases for the life of the agreement (**hired prior to 9/6/1999**).

<b>Police Officers</b>		
Rate A	Rate B	Rate C
\$26.04	\$28.13	\$30.21
R1	More than 5 years continuous CMU service but less than 11 years	\$31.25
R2	11 or more years continuous service	\$31.77

<b>Service Maintenance</b>	
Level	Rate
SM-2	\$ 15.05
SM-3	\$ 16.07
SM-4	\$ 17.87
SM-5	\$ 18.59
SM-6	\$ 19.34
SM-7	\$ 23.80
SM-8	\$ 26.46
SM-10	\$ 29.09
SM-11	\$ 32.15

Rates Effective 7/1/2023

Note: Energy Fac Opers (SM-11) paid at 96.4% of base rate

<b>Dispatchers</b>		
Rate A	Rate B	Rate C
\$20.00	\$21.00	\$22.00
Retention Rates		
R1	at least 5 years cont. CMU service but less than 10.	\$23.00
R2	10 or more years cont. CMU service.	\$23.50

<b>Public Broadcasting</b>	
Level	Min
BR-1 Hourly	\$16.30
BR-2 Hourly Salary	\$17.10 \$35,568
BR-3 Hourly Salary	\$17.52 \$36,440
Corp Underwriting Reps <sup>1</sup>	\$32,000
BR-4 Hourly Salary	\$18.93 \$39,370
BR-5 Salary	\$55,054

<sup>1</sup>Note: Per NABET LOA#4 (does not pertain to ATB adj)

<b>Police Sergeants</b>		
Rate	Criteria	2023-2024 Rate of Pay
Sergeant Rate	Less than 5 years contiguous CMU service.	\$36.00
Sergeant Retention Rate 1	At least 5 years contiguous CMU service but less than 10 years.	\$37.00
Sergeant Retention Rate 2	10 or more years contiguous CMU service.	\$38.00

<sup>1</sup> Per 20.A.6. For the term of this Agreement, non-probationary Sergeants will be paid a minimum of 12% above the highest Patrol Officer rate, excluding shift premium or any special assignment premium or other premium rates in effect on July 1st.

<b>Professional &amp; Administrative</b>		
Status	Minimum	Maximum
Hourly	\$10.33	Open
Salary <sup>1</sup>	\$35,568	Open

<sup>1</sup>Note: Based on 1.0 FTE

P&A starting salary ranges are based on market and included in each job posting prior to advertising.

<b>P&amp;A Area Differential</b>	
Chicago	14%
Detroit	10%

<b>Student Employees</b>		
Level	Minimum	Maximum
S-1 & S-2	\$10.33	\$13.00
S-3	over \$13.00 <sup>1</sup>	

<sup>1</sup>Note: over \$13.00 requires Student Employment & HR approval