

2025-26 Staff Salary Schedule

Central Michigan University

Effective 7/1/25

Supervisory Technical		
Level	Min	Max
ST-3	\$13.00	\$20.00
ST-4	\$14.50	\$23.00
ST-5	\$17.00	\$26.50
ST-6	\$18.50	\$28.00
ST-7	\$22.00	\$36.00
ST-8	\$37.00	\$50.00

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).

Public Broadcasting	
Level	Min
BR-1 Hourly	\$17.10
BR-2 Hourly Salary	\$18.00 \$37,440
BR-3 Hourly Salary Corp Underwriting Reps	\$19.00 \$39,520 \$34,000
BR-4 Hourly Salary	\$20.00 \$41,600
BR-5 Salary	\$58,000

Service Maintenance	
Level	Rate
SM-2	\$ 15.81
SM-3	\$ 16.88
SM-4	\$ 18.78
SM-5	\$ 19.53
SM-6	\$ 20.32
SM-7	\$ 25.01
SM-8	\$ 27.80
SM-10	\$ 30.56
SM-11	\$ 39.50

Rates Effective 7/1/2025

Note: Energy Fac Opers (SM-11) paid at 96.4% of base rate.
New contract under negotiation.

Police Officers		
Rate A	Rate B	Rate C
\$27.49	\$29.70	\$32.95
R1	More than 5 years continuous CMU service but less than 10 years	\$33.98
R2	10 or more years continuous service	\$35.01

Police Sergeants		
Rate	Criteria	Rate of Pay 2025-26
Sergeant Rate	Less than 5 years contiguous CMU service.	\$38.01
Sergeant Retention Rate 1	At least 5 years contiguous CMU service but less than 10 years.	\$39.07
Sergeant Retention Rate 2	10 or more years contiguous CMU service.	\$40.12

¹ 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.

Dispatchers		
Rate A	Rate B	Rate C
Retention Rates		
R1	at least 5 years cont. CMU service but less than 10.	\$24.29
R2	10 or more years cont. CMU service.	\$24.81

Appendix D- Lead Dispatcher

6: Any annual salary increases while an individual is serving in the role of Lead Dispatcher shall be applicable to their full salary inclusive of the additional 10% because of the Lead Dispatcher designation.

Police Lieutenants		
Rate	Criteria	Rate of Pay 2025-26
Lieutenant Rate 1	Under five years law enforcement supervisory experience at the rank of Sergeant or above.	\$92,700 annually
Lieutenant Rate 2	At least five years law enforcement supervisory experience at the rank of Sergeant or above.	\$96,820 annually
Lieutenant Rate 3	At least five years law enforcement supervisory experience at the rank of Lieutenant or above, or Lieutenant on active payroll as of February 27, 2024.	\$100,940 annually

Office Professional									
Classification	Hiring Rate	Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8
AOA-I	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
AOA-II	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
AOA-III	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00

P&A Area Differential	
Chicago	14%
Detroit	10%
Grand Rapids	11%
Traverse City	6%

Professional & Administrative		
Status	Minimum	Maximum
Hourly	\$13.73	Open
Salary ¹	\$35,568	Open
¹ Note: Based on 1.0 FTE		
P&A starting salary ranges are based on market and included in each job posting prior to advertising.		

Student Employees		
Level	Minimum	Maximum
S-1 & S-2	\$13.73	\$14.00
S-3	over \$14.00 ¹	
¹ Note: over \$14.00 requires Student Employment & HR approval		