

2026-27 Staff Salary Schedule

Central Michigan University

Effective 7/1/26

Supervisory Technical	
Level	Min
ST-1	\$16.50
ST-2	\$18.50
ST-3	\$20.00
ST-4	\$23.50
ST-5	\$40.50
All employees shall receive the minimum hourly rate for their respective pay level.	

Public Broadcasting	
Level	Min
BR-1 Hourly	\$17.10
BR-2 Hourly	\$18.00
Salary	\$37,440
BR-3 Hourly	\$19.00
Salary	\$39,520
Corp Underwriting Reps	\$34,000
BR-4 Hourly	\$20.00
Salary	\$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
\$28.04	\$30.30	\$33.61
R1	More than 5 years continuous CMU service but less than 10 years	\$34.66
R2	10 or more years continuous service	\$35.71

Police Sergeants		
Rate	Criteria	Rate of Pay 2026-27
Sergeant Rate	Less than 5 years contiguous CMU service.	\$38.77
Sergeant Retention Rate 1	At least 5 years contiguous CMU service but less than 10 years.	\$39.85
Sergeant Retention Rate 2	10 or more years contiguous CMU service.	\$40.92

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
\$21.54	\$22.62	\$23.69
Retention Rates		
R1	at least 5 years cont. CMU service but less than 10.	\$24.78
R2	10 or more years cont. CMU service.	\$25.31
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 2026-27
Lieutenant Rate 1	Under five years law enforcement supervisory experience at the rank of Sergeant or above.	\$94,554 annually
Lieutenant Rate 2	At least five years law enforcement supervisory experience at the rank of Sergeant or above.	\$98,756 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.	\$102,959 annually

Office Professional									
Classification	Hiring Rate	Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8
AOA-I	\$15.10	\$15.60	\$16.10	\$16.60	\$17.10	\$17.60	\$18.10	\$18.60	\$19.10
AOA-II	\$16.60	\$17.10	\$17.60	\$18.10	\$18.60	\$19.10	\$19.60	\$20.10	\$20.60
AOA-III	\$18.10	\$18.60	\$19.10	\$19.60	\$20.10	\$20.60	\$21.10	\$21.60	\$22.10

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		