

2020-21 Staff Salary Schedule

Central Michigan University

Effective 7/1/20

Office Professional		
Grade	Min ¹	Max
OP-4	\$11.34	\$18.64
OP-5	\$12.87	\$21.33
OP-6	\$14.36	\$23.87

¹Note: Range minimums will be adjusted by the same percentage as any base wage increase resulting from application of the "Same as P&A" provisions in OP59-1 for those respective periods.

Supervisory Technical		
Grade	Min	Max
ST-3	\$12.18	\$19.65
ST-4	\$13.66	\$22.79
ST-5	\$15.57	\$24.53
ST-6	\$16.64	\$25.64
ST-7	\$19.91	\$33.49
ST-8	\$23.66	\$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**

Police Officers			
Grade	Rate A	Rate B	Rate C
PD-1	\$14.67	\$17.05	\$19.75
PD-2	\$20.60	\$23.85	\$27.68

Due to longevity and parking buyouts, current officers (**hired prior to 10/1/1998**) will be grandfathered and not paid at any particular rate. All new officers will be hired on the rate schedule.

Public Broadcasting		
Grade	Min	Max
BR-1 Hourly Salary	\$13.59 \$28,261	\$23.49 \$48,864
BR-2 Hourly Salary	\$14.23 \$29,594	\$30.67 \$63,770
BR-3 Hourly Salary Marketing Representatives ¹	\$15.64 \$32,536 \$23,660	\$34.06 \$70,855
BR-4 Hourly Salary	\$17.21 \$35,790	\$37.47 \$77,942
BR-5 Salary	\$51,938	\$85,027

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

Note: Increase applied to hourly/salary separately

Police Sergeants	
Grade	Rate
¹ New Hire/Promoted from CMUPD	\$30.45
² Current Sergeants	Min: \$31.00

¹ Per 20.E.1. in CBA, this rate will be 10% above the CMU Patrol Officer Rate "C" wage rate in effect at the time of promotion or hire.

Note: At completion of six months satisfactory service during the trial period, or during the first six months of probationary period, Chief/CMUPD may authorize a 1% wage adjustment.

Note: At the completion of 12 months satisfactory service from the initial date of promotion or hire, the Chief/CMUPD may authorize a further 1% wage adjustment.

² Per 20.A.5. in CBA, the University is willing to maintain pay rates for non-probationary Sergeants at a level that is 12% above that paid at Rate C in effect on July 1st for Patrol Officers.

Service Maintenance							
Grade	SM-2 Only Hired after 7/1/08	7/2/99 and after	1/16/95- 7/1/99	1/1/92-1/15/95	1/1/87- 12/31/91	1/1/82- 12/31/86	1/1/77- 12/31/81
SM-2	\$12.75	\$12.75	\$12.79	\$13.75	\$14.03	\$14.21	\$14.40
SM-3		\$16.12	\$16.17	\$17.55	\$17.89	\$18.11	\$18.32
SM-4		\$13.79	\$13.84	\$15.11	\$15.42	\$15.59	\$15.79
Sr. Custodian SM-4		\$16.76	\$16.83	\$18.36	\$18.73	\$18.96	\$19.19
SM-5		\$17.44	\$17.50	\$18.73	\$19.10	\$19.32	\$19.54
SM-6		\$18.14	\$18.20	\$19.09	\$19.42	\$19.69	\$19.92
SM-7		\$22.31	\$22.38	\$22.58	\$22.91	\$23.11	\$23.37
SM-8		\$24.81	\$24.86	\$24.93	\$25.22	\$25.44	\$25.69
SM-10 ²		\$27.28					

² Note: Energy Facility Operator's will be paid at base rate of ninety-six and four-tenths percent (96.4%) of the base pay set forth in contract.

Professional & Administrative		
Status	Minimum	Maximum
Hourly	\$9.65	Open
Salary	\$35,568	Open

Note: P&A starting salary ranges are determined prior to advertising and are included in each job posting.

Student Employees		
Level	Minimum	Maximum
S-1 & S-2	\$9.65	\$11.00
S-3	over \$11.00 ¹	

¹Note: over \$11.00 requires Student Employment Services & HR approval

P&A Geographical Differences	
Chicago	11%
Detroit	10%
Hawaii	13%
New Jersey	12%
New York	17%
San Diego, CA	5%
Washington DC	6%