Eastern Michigan University
Broadband Salary Structure
Adminisrative/Professional (AP) & Confidential Clerical (CC)
Effective December 1, 2003

Ranges are in $1,000s

	Learning Range			Competitive Range			Expert Range		
	Low		**High**	**Low**		**High**	**Low**		**High**
Management, Academic									
Level 1	54.28512	—	61.07076	61.07076	—	81.42768	81.42768	—	94.99896
Level 1 (A,B,C)*	* Based on available specific position data for academic discipline; Academic Department Head positions only. Additional non-base stipend depending on complexity level; A-base salary only, B-$2,000 stipend, C-$3,000 stiper								
Level 2	96.2432	—	108.2736	108.2736	—	144.3648	144.3648	—	180.456
Level 3	120.2216	—	135.2493	135.2493	—	180.3324	180.3324	—	225.4155
Level 4 **	**Based on available specific position data; Associate Provost position only								
Management, Institutional									
Level 1	45.2376	—	50.8923	50.8923	—	67.8564	67.8564	—	79.1658
Level 2	51.5824	—	58.0302	58.0302	—	77.3736	77.3736	—	96.717
Level 3	68.4744	—	77.0337	77.0337	—	102.7116	102.7116	—	136.9488
Level 4***	**Based on available specific position data; Vice President and Cabinet positions only								
Management, Institutional - ICT									
Level 1	38.6456	—	43.4763	43.4763	—	57.9684	57.9684	—	67.6298
Level 2	52.736	—	59.328	59.328	—	79.104	79.104	—	98.88
Level 3	68.7216	—	77.3118	77.3118	—	103.0824	103.0824	—	137.4432
Professional									
Level 1	33.5368	—	37.7289	37.7289	—	50.3052	50.3052	—	58.6894
Level 2	39.7168	—	44.6814	44.6814	—	59.5752	59.5752	—	69.5044
Level 3	49.6872	—	55.8981	55.8981	—	74.5308	74.5308	—	93.1635
Coordination									
Level 1	29.0872	—	32.7231	32.7231	—	43.6308	43.6308	—	50.9026
Level 2	36.668	—	41.2515	41.2515	—	55.002	55.002	—	64.169
Level 3	42.9304	—	48.2967	48.2967	—	64.3956	64.3956	—	80.4945
Advising									
Level 1	24.6376	—	27.7173	27.7173	—	36.9564	36.9564	—	43.1158
Level 2	33.6192	—	37.8216	37.8216	—	50.4288	50.4288	—	58.8336
Level 3	45.732	—	51.4485	51.4485	—	68.598	68.598	—	85.7475
Technical									
Level 1	28.84	—	32.445	32.445	—	43.26	43.26	—	50.47
Level 2	35.5968	—	40.0464	40.0464	—	53.3952	53.3952	—	62.2944
Level 3	40.0464	—	45.0522	45.0522	—	60.0696	60.0696	—	75.087
Administrative Assistance									
Level 1	23.4016	—	26.3268	26.3268	—	35.1024	35.1024	—	40.9528
Level 2	28.6752	—	32.2596	32.2596	—	43.0128	43.0128	—	50.1816
Level 3	37.6568	—	42.3639	42.3639	—	56.4852	56.4852	—	70.6065

Base Pay Rate: Annual — Semi-Monthly Rate = Annual Rate / 24.0

Pay Frequency: Semi-Monthly — Hourly Rate = Annual Rate / 2080

Last Updated: *1/20/2004*

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