

EASTERN MICHIGAN UNIVERSITY
Salary and Wage Schedules-Food Service and Maintenance (FM) Step Plan
Effective Date: 10/18/2001

PLAN	GRADE	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6	
		Hire/Probation Rate		120 Days		1 Year		2 Year		3 Year		4 Year	
		ANNL	HRLY	ANNL	HRLY	ANNL	HRLY	ANNL	HRLY	ANNL	HRLY	ANNL	HRLY
FM	01	\$14,498	\$6.97	\$17,701	\$8.51	\$19,573	\$9.41	\$21,382	\$10.28	\$23,213	\$11.16	\$25,043	\$12.04
	04	\$16,474	\$7.92	\$20,010	\$9.62	\$21,819	\$10.49	\$23,712	\$11.40	\$25,501	\$12.26	\$27,456	\$13.20
	06	\$17,389	\$8.36	\$21,133	\$10.16	\$22,984	\$11.05	\$24,898	\$11.97	\$26,790	\$12.88	\$28,558	\$13.73
	10	\$18,450	\$8.87	\$22,152	\$10.65	\$24,024	\$11.55	\$25,917	\$12.46	\$27,810	\$13.37	\$29,682	\$14.27
	12	\$18,970	\$9.12	\$23,005	\$11.06	\$24,898	\$11.97	\$26,811	\$12.89	\$28,704	\$13.80	\$30,597	\$14.71
	13	\$19,323	\$9.29	\$23,462	\$11.28	\$25,334	\$12.18	\$27,227	\$13.09	\$29,120	\$14.00	\$31,034	\$14.92
	14	\$19,718	\$9.48	\$23,816	\$11.45	\$25,730	\$12.37	\$27,602	\$13.27	\$29,515	\$14.19	\$31,408	\$15.10
	15	\$20,571	\$9.89	\$25,022	\$12.03	\$26,894	\$12.93	\$28,850	\$13.87	\$30,742	\$14.78	\$32,656	\$15.70
	16	\$21,362	\$10.27	\$25,750	\$12.38	\$27,643	\$13.29	\$29,578	\$14.22	\$31,491	\$15.14	\$33,446	\$16.08
	18	\$22,402	\$10.77	\$27,019	\$12.99	\$28,974	\$13.93	\$30,909	\$14.86	\$32,864	\$15.80	\$34,798	\$16.73
	19	\$24,544	\$11.80	\$29,515	\$14.19	\$31,470	\$15.13	\$33,446	\$16.08	\$35,422	\$17.03	\$37,398	\$17.98
	20	\$28,226	\$13.57	\$33,675	\$16.19	\$35,693	\$17.16	\$37,690	\$18.12	\$39,749	\$19.11	\$41,787	\$20.09
	21	\$29,994	\$14.42	\$35,714	\$17.17	\$37,835	\$18.19	\$39,936	\$19.20	\$42,016	\$20.20	\$44,034	\$21.17
	22	\$30,950	\$14.88	\$36,858	\$17.72	\$38,958	\$18.73	\$41,038	\$19.73	\$43,139	\$20.74	\$45,261	21.76
	23	\$31,678	\$15.23	\$37,669	\$18.11	\$39,811	\$19.14	\$41,954	\$20.17	\$44,034	\$21.17	\$46,155	\$22.19
	24	\$35,797	\$17.21	\$42,557	\$20.46	\$44,990	\$21.63	\$47,403	\$22.79	\$49,754	\$23.92	\$52,000	\$25.00
	25	\$39,374	\$18.93	\$46,821	\$22.51	\$49,483	\$23.79	\$52,146	\$25.07	\$54,725	\$26.31	\$57,200	\$27.50

Note: An employee hired into skilled trades or other bargaining unit positions may be hired at any step in the wage schedule, provided that any seniority bargaining unit employee in the identical classification who is a wage rate below the wage rate of the newly hired employee will have his/her wage rate increased to the rate of the newly hired employee. The exercise of this discretion shall not preclude the Employer from hiring future employees at any step in the salary schedule. Exercise of this discretion shall be at the recommendation of the Director/ Executive Director of the operating department and subject to approval of the Director, Compensation Programs.

Base Pay Unit = Hourly
Pay Frequency = Biweekly
Annual Rate = Hourly Rate * 2080
Biweekly Rate = Hourly Rate * 80.0
Hourly Rate = Annual Rate / 2080