

Eastern Michigan University

Salary and Wage Schedule-Food Service and Maintenance (FM) Step Plan

Effective: July 1, 2004

Annual Rate= Hourly * 2080

Hourly Rate= Annual / 2080

Base Pay Unit = Hourly

<i>Grade</i>	<i>Step 1</i>		<i>2</i>		<i>3</i>		<i>4</i>		<i>5</i>		<i>6</i>	
	<i>Hire/Prob Rate</i>	<i>Annual Hourly</i>	<i>120 Days</i>	<i>Annual Hourly</i>	<i>1 Year</i>	<i>Annual Hourly</i>	<i>2 Year</i>	<i>Annual Hourly</i>	<i>3 Year</i>	<i>Annual Hourly</i>	<i>4 Year</i>	<i>Annual Hourly</i>
01	15,766	7.58	19,261	9.26	21,278	10.23	23,254	11.18	25,251	12.14	27,227	13.09
04	17,930	8.62	21,757	10.46	23,733	11.41	25,792	12.40	27,726	13.33	29,848	14.35
06	22,984	11.05	22,984	11.05	25,002	12.02	27,082	13.02	29,141	14.01	31,054	14.93
10	20,072	9.65	24,066	11.57	26,104	12.55	28,184	13.55	30,243	14.54	32,282	15.52
12	20,634	9.92	25,022	12.03	27,082	13.02	29,162	14.02	31,221	15.01	33,259	15.99
13	21,029	10.11	25,501	12.26	27,560	13.25	29,619	14.24	31,678	15.23	33,758	16.23
14	21,445	10.31	25,896	12.45	27,976	13.45	29,994	14.42	32,094	15.43	34,154	16.42
15	22,381	10.76	27,206	13.08	29,245	14.06	31,387	15.09	33,446	16.08	35,526	17.08
16	23,234	11.17	27,997	13.46	30,077	14.46	32,157	15.46	34,237	16.46	36,358	17.48
18	24,378	11.72	29,370	14.12	31,512	15.15	33,613	16.16	35,734	17.18	37,856	18.20
19	26,686	12.83	32,094	15.43	34,216	16.45	36,358	17.48	38,522	18.52	40,664	19.55
20	30,701	14.76	36,629	17.61	38,813	18.66	40,997	19.71	43,243	20.79	45,448	21.85
21	32,614	15.68	38,834	18.67	41,163	19.79	43,451	20.89	45,718	21.98	47,902	23.03
22	33,654	16.18	40,082	19.27	42,390	20.38	44,637	21.46	46,925	22.56	49,213	23.66
23	38,251	18.39	45,490	21.87	48,069	23.11	50,627	24.34	53,165	25.56	55,723	26.79
24	38,938	18.72	46,280	22.25	48,942	23.53	51,563	24.79	54,142	26.03	56,576	27.20
25	42,806	20.58	50,939	24.49	53,810	25.87	56,722	27.27	59,509	28.61	62,213	29.91

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 at a wage rate below that 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 schedule. Exercise of this discretion shall be at the recommendation of the Director of the operating department and subject to approval of the Director, Compensation Programs.