

Eastern Michigan University

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

Effective: July 1, 2005

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	16,162	7.77	19,739	9.49	21,819	10.49	23,837	11.46	25,875	12.44	27,914	13.42
04	18,387	8.84	22,298	10.72	24,336	11.70	26,437	12.71	28,413	13.66	30,597	14.71
06	23,566	11.33	23,566	11.33	25,626	12.32	27,768	13.35	29,869	14.36	31,824	15.30
10	20,571	9.89	24,669	11.86	26,749	12.86	28,891	13.89	30,992	14.90	33,093	15.91
12	21,154	10.17	25,646	12.33	27,768	13.35	29,890	14.37	32,011	15.39	34,091	16.39
13	21,549	10.36	26,146	12.57	28,246	13.58	30,368	14.60	32,469	15.61	34,611	16.64
14	21,986	10.57	26,541	12.76	28,683	13.79	30,742	14.78	32,906	15.82	35,006	16.83
15	22,942	11.03	27,893	13.41	29,973	14.41	32,178	15.47	34,278	16.48	36,421	17.51
16	23,816	11.45	28,704	13.80	30,826	14.82	32,968	15.85	35,090	16.87	37,274	17.92
18	24,981	12.01	30,098	14.47	32,302	15.53	34,445	16.56	36,629	17.61	38,813	18.66
19	27,352	13.15	32,906	15.82	35,069	16.86	37,274	17.92	39,478	18.98	41,683	20.04
20	31,470	15.13	37,544	18.05	39,790	19.13	42,016	20.20	44,325	21.31	46,592	22.40
21	33,426	16.07	39,811	19.14	42,182	20.28	44,533	21.41	46,862	22.53	49,109	23.61
22	34,486	16.58	41,080	19.75	43,451	20.89	45,760	22.00	48,090	23.12	50,440	24.25
23	39,208	18.85	46,634	22.42	49,275	23.69	51,896	24.95	54,496	26.20	57,117	27.46
24	39,915	19.19	47,445	22.81	50,170	24.12	52,853	25.41	55,494	26.68	57,990	27.88
25	43,867	21.09	52,208	25.10	55,162	26.52	58,136	27.95	61,006	29.33	63,773	30.66

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.