

# *Eastern Michigan University*

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

Effective: July 1, 2006

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	16,557	7.96	20,238	9.73	22,360	10.75	24,440	11.75	26,520	12.75	28,621	13.76
04	18,845	9.06	22,859	10.99	24,939	11.99	27,102	13.03	29,120	14.00	31,366	15.08
06	24,149	11.61	24,149	11.61	26,270	12.63	28,454	13.68	30,618	14.72	32,614	15.68
10	21,091	10.14	25,293	12.16	27,414	13.18	29,619	14.24	31,762	15.27	33,925	16.31
12	21,674	10.42	26,291	12.64	28,454	13.68	30,638	14.73	32,802	15.77	34,944	16.80
13	22,090	10.62	26,790	12.88	28,954	13.92	31,138	14.97	33,280	16.00	35,485	17.06
14	22,526	10.83	27,206	13.08	29,390	14.13	31,512	15.15	33,738	16.22	35,880	17.25
15	23,525	11.31	28,600	13.75	30,722	14.77	32,989	15.86	35,131	16.89	37,336	17.95
16	24,419	11.74	29,432	14.15	31,595	15.19	33,800	16.25	35,963	17.29	38,210	18.37
18	25,605	12.31	30,846	14.83	33,114	15.92	35,298	16.97	37,544	18.05	39,790	19.13
19	28,038	13.48	33,738	16.22	35,942	17.28	38,210	18.37	40,456	19.45	42,723	20.54
20	32,261	15.51	38,480	18.50	40,789	19.61	43,077	20.71	45,427	21.84	47,757	22.96
21	34,258	16.47	40,810	19.62	43,243	20.79	45,656	21.95	48,027	23.09	50,336	24.20
22	35,339	16.99	42,099	20.24	44,533	21.41	46,904	22.55	49,296	23.70	51,709	24.86
23	40,186	19.32	47,798	22.98	50,502	24.28	53,186	25.57	55,869	26.86	58,552	28.15
24	40,914	19.67	48,630	23.38	51,418	24.72	54,184	26.05	56,888	27.35	59,446	28.58
25	44,970	21.62	53,518	25.73	56,534	27.18	59,592	28.65	62,525	30.06	65,374	31.43

**FM 95 (Fast Food Workers: \$9.94 per hour Hire/Probation Rate; \$11.26 per hour after 6 months continuous employment (no benefits except prorated sick, vacation, holiday after 120 days continuous employment)).**

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, Employment\_HRIS.