

Eastern Michigan University

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

Effective: July 1, 2008

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>180 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	17,534	8.43	21,403	10.29	23,670	11.38	25,854	12.43	28,059	13.49	30,285	14.56
04	19,947	9.59	24,190	11.63	26,395	12.69	28,683	13.79	30,826	14.82	33,197	15.96
06	25,563	12.29	25,563	12.29	27,810	13.37	30,118	14.48	32,406	15.58	34,507	16.59
10	22,318	10.73	26,749	12.86	29,016	13.95	31,346	15.07	33,613	16.16	35,901	17.26
12	22,942	11.03	27,830	13.38	30,118	14.48	32,427	15.59	34,715	16.69	36,982	17.78
13	23,379	11.24	28,350	13.63	30,638	14.73	32,947	15.84	35,214	16.93	37,565	18.06
14	23,837	11.46	28,808	13.85	31,096	14.95	33,342	16.03	35,714	17.17	37,960	18.25
15	24,898	11.97	30,264	14.55	32,510	15.63	34,923	16.79	37,170	17.87	39,520	19.00
16	25,834	12.42	31,138	14.97	33,446	16.08	35,776	17.20	38,064	18.30	40,435	19.44
18	27,102	13.03	32,635	15.69	35,048	16.85	37,357	17.96	39,728	19.10	42,120	20.25
19	29,682	14.27	35,714	17.17	38,043	18.29	40,435	19.44	42,827	20.59	45,198	21.73
20	33,987	16.34	40,518	19.48	42,952	20.65	45,365	21.81	47,861	23.01	50,294	24.18
21	36,067	17.34	42,973	20.66	45,552	21.90	48,090	23.12	50,586	24.32	53,019	25.49
22	37,211	17.89	44,346	21.32	46,904	22.55	49,400	23.75	51,917	24.96	54,454	26.18
23	42,307	20.34	50,336	24.20	53,186	25.57	56,014	26.93	58,843	28.29	61,651	29.64
24	43,077	20.71	51,210	24.62	54,163	26.04	57,054	27.43	59,904	28.80	62,608	30.10
25	47,362	22.77	56,368	27.10	59,550	28.63	62,774	30.18	65,853	31.66	68,869	33.11

FM 95 (Fast Food Workers: \$10.47 per hour Hire/Probation Rate; \$11.86 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.