

Eastern Michigan University  
Professional Technical (PE/PT) Wage Schedule - Effective July 2022

|        |        | Minimum   | 20th<br>Percentile | 40th<br>Percentile | 60th<br>Percentile | 80th<br>Percentile | Maximum    |
|--------|--------|-----------|--------------------|--------------------|--------------------|--------------------|------------|
| PT 03  | Annual | \$ 31,777 | \$ 33,460          | \$ 35,143          | \$ 36,826          | \$ 37,013          | \$ 38,631  |
|        | Hourly | \$ 15.28  | \$ 16.09           | \$ 16.90           | \$ 17.70           | \$ 17.79           | \$ 18.57   |
| PT 4   | Annual | \$ 34,553 | \$ 36,236          | \$ 37,920          | \$ 39,605          | \$ 39,686          | \$ 41,305  |
|        | Hourly | \$ 16.61  | \$ 17.42           | \$ 18.23           | \$ 19.04           | \$ 19.08           | \$ 19.86   |
| PT 5   | Annual | \$ 38,181 | \$ 40,545          | \$ 42,910          | \$ 45,275          | \$ 45,790          | \$ 48,063  |
|        | Hourly | \$ 18.36  | \$ 19.49           | \$ 20.63           | \$ 21.77           | \$ 22.01           | \$ 23.11   |
| PT 6   | Annual | \$ 42,196 | \$ 45,180          | \$ 48,166          | \$ 51,151          | \$ 52,035          | \$ 54,904  |
|        | Hourly | \$ 20.29  | \$ 21.72           | \$ 23.16           | \$ 24.59           | \$ 25.02           | \$ 26.40   |
| PT 06* | Annual | \$ 43,971 | \$ 47,107          | \$ 50,242          | \$ 53,377          | \$ 54,318          | \$ 57,331  |
|        | Hourly | \$ 21.14  | \$ 22.65           | \$ 24.15           | \$ 25.66           | \$ 26.11           | \$ 27.56   |
| PT 7   | Annual | \$ 47,527 | \$ 51,125          | \$ 54,725          | \$ 58,324          | \$ 59,518          | \$ 62,977  |
|        | Hourly | \$ 22.85  | \$ 24.58           | \$ 26.31           | \$ 28.04           | \$ 28.61           | \$ 30.28   |
| PT 8   | Annual | \$ 53,257 | \$ 57,931          | \$ 62,605          | \$ 67,280          | \$ 69,159          | \$ 73,652  |
|        | Hourly | \$ 25.60  | \$ 27.85           | \$ 30.10           | \$ 32.35           | \$ 33.25           | \$ 35.41   |
| PT 08* | Annual | \$ 55,590 | \$ 60,497          | \$ 65,405          | \$ 70,312          | \$ 72,299          | \$ 77,017  |
|        | Hourly | \$ 26.73  | \$ 29.09           | \$ 31.44           | \$ 33.80           | \$ 34.76           | \$ 37.03   |
| PT 9   | Annual | \$ 60,179 | \$ 66,077          | \$ 71,974          | \$ 77,872          | \$ 80,516          | \$ 86,185  |
|        | Hourly | \$ 28.93  | \$ 31.77           | \$ 34.60           | \$ 37.44           | \$ 38.71           | \$ 41.44   |
| PT 09* | Annual | \$ 65,534 | \$ 72,021          | \$ 78,509          | \$ 84,995          | \$ 87,930          | \$ 94,166  |
|        | Hourly | \$ 31.51  | \$ 34.63           | \$ 37.74           | \$ 40.86           | \$ 42.27           | \$ 45.27   |
| PT 10  | Annual | \$ 67,136 | \$ 73,797          | \$ 80,458          | \$ 87,119          | \$ 90,138          | \$ 96,541  |
|        | Hourly | \$ 32.28  | \$ 35.48           | \$ 38.68           | \$ 41.88           | \$ 43.34           | \$ 46.41   |
| PT 10* | Annual | \$ 73,187 | \$ 80,513          | \$ 87,841          | \$ 95,167          | \$ 98,514          | \$ 105,557 |
|        | Hourly | \$ 35.19  | \$ 38.71           | \$ 42.23           | \$ 45.75           | \$ 47.36           | \$ 50.75   |
| PT 11  | Annual | \$ 74,610 | \$ 82,731          | \$ 90,852          | \$ 98,973          | \$ 102,936         | \$ 110,741 |
|        | Hourly | \$ 35.87  | \$ 39.77           | \$ 43.68           | \$ 47.58           | \$ 49.49           | \$ 53.24   |
| PT 12  | Annual | \$ 83,820 | \$ 93,083          | \$ 102,344         | \$ 111,606         | \$ 116,174         | \$ 125,076 |
|        | Hourly | \$ 40.30  | \$ 44.75           | \$ 49.20           | \$ 53.66           | \$ 55.85           | \$ 60.13   |
| PT 13  | Annual | \$ 95,398 | \$ 106,049         | \$ 116,700         | \$ 127,350         | \$ 132,642         | \$ 142,879 |
|        | Hourly | \$ 45.86  | \$ 50.99           | \$ 56.11           | \$ 61.23           | \$ 63.77           | \$ 68.69   |

PT hiring range is minimum to 40th percentile depending on qualification, experience and internal pay equity considerations.

The row marked "Annual" denotes the rate that will apply to exempt, salaried employees (PE). The row marked "Hourly" denotes the rate that will apply to hourly, non-exempt employees (PT). Subsequent to establishing an initial hiring rate and applying annual contract general increase provisions, the following schedule will apply to determine eligibility for an additional class rank longevity rate adjustment. If the employee has not yet reached the percentile in range by the beginning of the indicated period for continuous time in classification (based on Class Rank Date), their rate will be adjusted up to that rate on their class rank anniversary date in the beginning year of the indicated period. In order to be eligible for class rank longevity pay, an employee must not be on an active Last Chance Agreement, and must not have discipline on record in the last six (6) months.

- Minimum: 0 or more and less than 4 years within pay grade
- 60th percentile: 12 or more and less than 16 years within pay grade
- 40th percentile: 8 or more and less than 12 years within pay grade
- 20th percentile: 4 or more and less than 8 years within pay grade
- 80th percentile: 16 or more years and less than 20 years within pay grade

For an hourly person, the pay rate should be the annual rate divided by 2080 and rounded to the nearest penny.