

2024-25 Staff Salary Schedule

Central Michigan University

Effective 7/1/24

Office Professional		
Level	Min	Max
OP-4	\$13.00	\$18.64
OP-5	\$14.50	\$21.33
OP-6	\$16.00	\$23.87

Supervisory Technical		
Level	Min	Max
ST-3	\$13.00	\$20.00
ST-4	\$14.50	\$23.00
ST-5	\$17.00	\$26.50
ST-6	\$18.50	\$28.00
ST-7	\$22.00	\$36.00
ST-8	\$26.00	\$43.00

No employee will have a base pay above the pay range maximum for their assigned pay level, except that any employee whose rate exceeds the maximum because of the addition to their base of longevity will still be eligible for negotiated wage increases for the life of the agreement (hired prior to 9/6/1999).

Police Officers		
Rate A	Rate B	Rate C
\$26.04	\$28.13	\$30.21
R1	More than 5 years continuous CMU service but less than 11 years	\$31.25
R2	11 or more years continuous service	\$31.77

New contract under negotiation.

Dispatchers		
Rate A	Rate B	Rate C
\$20.50	\$21.53	\$22.55
Retention Rates		
R1	at least 5 years cont. CMU service but less than 10.	\$23.58
R2	10 or more years cont. CMU service.	\$24.09

Appendix D- Lead Dispatcher
6. Any annual salary increases while an individual is serving in the role of Lead Dispatcher shall be applicable to their full salary inclusive of the additional 10% because of the Lead Dispatcher designation.

Professional & Administrative		
Status	Minimum	Maximum
Hourly	\$10.33	Open
Salary ¹	\$43,888	Open

¹Note: Based on 1.0 FTE

P&A starting salary ranges are based on market and included in each job posting prior to advertising.

P&A Area Differential	
Chicago	14%
Detroit	10%

Public Broadcasting	
Level	Min
BR-1 Hourly	\$16.30
BR-2 Hourly	\$17.10
Salary	\$35,568
BR-3 Hourly	\$17.52
Salary	\$36,440
Corp Underwriting Reps ¹	\$32,000
BR-4 Hourly	\$18.93
Salary	\$39,370
BR-5 Salary	\$55,054

¹Note: Per NABET LOA#4 (does not pertain to ATB adj)

Service Maintenance	
Level	Rate
SM-2	\$ 15.35
SM-3	\$ 16.39
SM-4	\$ 18.23
SM-5	\$ 18.96
SM-6	\$ 19.73
SM-7	\$ 24.28
SM-8	\$ 26.99
SM-10	\$ 29.67
SM-11	\$ 32.79

Rates Effective 7/1/2024

Note: Energy Fac Opers (SM-11) paid at 96.4% of base rate

Police Sergeants		
Rate	Criteria	Rate of Pay 2024-2025
Sergeant Rate	Less than 5 years contiguous CMU service.	\$36.90
Sergeant Retention Rate 1	At least 5 years contiguous CMU service but less than 10 years.	\$37.93
Sergeant Retention Rate 2	10 or more years contiguous CMU service.	\$38.95

¹ Per 20.A.6. For the term of this Agreement, non-probationary Sergeants will be paid a minimum of 12% above the highest Patrol Officer rate, excluding shift premium or any special assignment premium or other premium rates in effect on July 1st.

Police Lieutenants		
Rate	Criteria	Rate of Pay 2024-2025
Lieutenant Rate 1	Under five years law enforcement supervisory experience at the rank of Sergeant or above.	\$90,000 annually
Lieutenant Rate 2	At least five years law enforcement supervisory experience at the rank of Sergeant or above.	\$94,000 annually
Lieutenant Rate 3	At least five years law enforcement supervisory experience at the rank of Lieutenant or above, or Lieutenant on active payroll as of February 27, 2024.	\$98,000 annually

Student Employees		
Level	Minimum	Maximum
S-1 & S-2	\$10.33	\$13.00
S-3	over \$13.00 ¹	

¹Note: over \$13.00 requires Student Employment & HR approval