

APPENDIX E57

APPENDIX F 58

APPENDIX G.....59

SIDE LETTERS69

APPENDIX F

**Salary Ranges for Cleveland State University
Professional Staff Employees Covered by
SEIU/District 925
Information Systems & Technology positions only**

Grade	Minimum	Midpoint	Maximum
1	\$19,968.00 \$9.60	\$26,000.00 \$12.50	\$32,968.00 \$15.85
2	\$22,672.00 \$10.90	\$29,536.00 \$14.20	\$37,440.00 \$18.00
3	\$25,792.00 \$12.40	\$33,488.00 \$16.10	\$42,536.00 \$20.45
4	\$29,328.00 \$14.10	\$38,064.00 \$18.30	\$48,360.00 \$23.25
5	\$33,280.00 \$16.00	\$43,264.00 \$20.80	\$54,912.00 \$26.40
6	\$37,856.00 \$18.20	\$49,192.00 \$23.65	\$62,400.00 \$30.00
7	\$42,952.00 \$20.65	\$55,848.00 \$26.85	\$70,928.00 \$34.10
8	\$48,880.00 \$23.50	\$63,440.00 \$30.50	\$80,600.00 \$38.75
9	\$54,808.00 \$26.35	\$73,008.00 \$35.10	\$94,952.00 \$45.65

Effective July 1, 2000

*Ranges above reflect annual (full time, 12 month rates)
and hourly rates.*

Accrual and Usage:

- Compensatory time shall be accrued on an “hour for hour” basis in increments of .5 hours.
- Compensatory time may be accrued up to a maximum of 160 hours.
- No more than 40 hours of earned compensatory time may be accumulated in any pay period.
- All accrued and unused compensatory time must be used within the 12-month period following the week during which the overtime occurred or it will be forfeited.
- Accrued and unused compensatory time available prior to the effective date of this policy must be used within two years of the effective date of this policy (i.e., April 26, 2002); otherwise it will be forfeited. Each department shall track the usage of this compensatory time.
- Compensatory time will not be prorated between departments in a joint staffing situation. The department that authorizes compensatory time will be solely responsible for the internal record keeping, the transmittal of information to HR, and the use of an employee’s accrued time.

Promotion, Transfer, or Termination:

If an employee is promoted, transferred to another department, or changes from bargaining unit to non-bargaining unit status, the employee must be allowed to use all accrued compensatory time before leaving or, with agreement of the new department, must be allowed to use such time within one year of the accrual; otherwise it will be forfeited.

