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Compensation Plan

Michigan Civil Service Commission

Compensation Plan Section C
Pay Schedules for Classifications in Performance Pay Programs
(Includes Staff Attorney and Student Assistant Schedules)
Effective 10/1/2023

SENIOR EXECUTIVE SERVICE SCHEDULES

Position Desc & Grade	Pay Schedule	Minimum	Fixed Control Point	Department Max Lump Sum Award (5%)	Statewide Fixed Max Lump Sum Award (10%)
Position Desc & Grade : Senior Executive Assistant (Deputy Director) 15	Pay Schedule : NERE-069P	Minimum : \$98,964	Fixed Control Point : \$138,250	Department Max Lump Sum Award (5%) : \$145,163 6,913	Statewide Fixed Max Lump Sum Award (10%) : \$152,075 13,825
Position Desc & Grade : Senior Executive Assistant (Director) 16	Pay Schedule : NERE-070P	Minimum : \$98,964	Fixed Control Point : \$144,319	Department Max Lump Sum Award (5%) : \$151,535 7,216	Statewide Fixed Max Lump Sum Award (10%) : \$158,751 14,432
Position Desc & Grade : Senior Executive Business Relationship Administrator 17	Pay Schedule : NERE-071P	Minimum : \$103,868	Fixed Control Point : \$151,030	Department Max Lump Sum Award (5%) : \$158,582 7,552	Statewide Fixed Max Lump Sum Award (10%) : \$166,133 15,103
Position Desc & Grade : Senior Executive Warden 17	Pay Schedule : NERE-071P	Minimum : \$103,868	Fixed Control Point : \$151,030	Department Max Lump Sum Award (5%) : \$158,582 7,552	Statewide Fixed Max Lump Sum Award (10%) : \$166,133 15,103
Position Desc & Grade : Senior Executive Hospital/Center Director 18	Pay Schedule : NERE-072P	Minimum : \$108,779	Fixed Control Point : \$157,789	Department Max Lump Sum Award (5%) : \$165,678 7,889	Statewide Fixed Max Lump Sum Award (10%) : \$173,568 15,779
Position Desc & Grade : Senior Policy Executive 18	Pay Schedule : NERE-072P	Minimum : \$108,779	Fixed Control Point : \$157,789	Department Max Lump Sum Award (5%) : \$165,678 7,889	Statewide Fixed Max Lump Sum Award (10%) : \$173,568 15,779
Position Desc & Grade : Senior Management Executive 19	Pay Schedule : NERE-073P	Minimum : \$108,779	Fixed Control Point : \$166,393	Department Max Lump Sum Award (5%) : \$174,713 8,320	Statewide Fixed Max Lump Sum Award (10%) : \$183,032 16,639
Position Desc & Grade : Senior Deputy Director 20	Pay Schedule : NERE-074P	Minimum : \$138,210	Fixed Control Point : \$174,397	Department Max Lump Sum Award (5%) : \$183,117 8,720	Statewide Fixed Max Lump Sum Award (10%) : \$191,837 17,440
Position Desc & Grade : Senior Director 22	Pay Schedule : NERE-075P	Minimum : \$152,167	Fixed Control Point : \$210,926	Department Max Lump Sum Award (5%) : \$221,472 10,546	Statewide Fixed Max Lump Sum Award (10%) : \$232,019 21,093
Position Desc & Grade : Senior Chief Deputy Director 21	Pay Schedule : NERE-116P	Minimum : \$138,210	Fixed Control Point : \$183,116	Department Max Lump Sum Award (5%) : \$192,272 9,156	Statewide Fixed Max Lump Sum Award (10%) : \$201,428 18,312
Position Desc & Grade : Senior Executive Attorney 21	Pay Schedule : NERE-116P	Minimum : \$138,210	Fixed Control Point : \$183,116	Department Max Lump Sum Award (5%) : \$192,272 9,156	Statewide Fixed Max Lump Sum Award (10%) : \$201,428 18,312
Position Desc & Grade : Senior Executive Assistant Physician Administrator 18	Pay Schedule : NERE-121P	Minimum : \$190,395	Fixed Control Point : \$225,157	Department Max Lump Sum Award (5%) : \$236,415 11,258	Statewide Fixed Max Lump Sum Award (10%) : \$247,673 22,516
Position Desc & Grade : Senior Executive Physician Administrator 19	Pay Schedule : NERE-122P	Minimum : \$208,684	Fixed Control Point : \$226,327	Department Max Lump Sum Award (5%) :	Statewide Fixed Max Lump Sum Award (10%) :

				\$237,643 11,316	\$248,960 22,633
Position Desc & Grade : Senior Assistant Investment Manager 16	Pay Schedule : NERE-124P	Minimum : \$113,115	Fixed Control Point : \$161,595	Department Max Lump Sum Award (5%) : \$169,675 8,080	Statewide Fixed Max Lump Sum Award (10%) : \$177,755 16,160
Position Desc & Grade : Senior Investment Manager 18	Pay Schedule : NERE-125P	Minimum : \$159,266	Fixed Control Point : \$227,522	Department Max Lump Sum Award (5%) : \$238,898 11,376	Statewide Fixed Max Lump Sum Award (10%) : \$250,274 22,752
Position Desc & Grade : Senior Chief Investment Officer 21	Pay Schedule : NERE-127P	Minimum : \$312,199	Fixed Control Point : \$445,998	Department Max Lump Sum Award (5%) : \$468,298 22,300	Statewide Fixed Max Lump Sum Award (10%) : \$490,598 44,600
Position Desc & Grade : Senior Executive Psychiatrist Director 21	Pay Schedule : NERE-133P	Minimum : \$273,115	Fixed Control Point : \$354,775	Department Max Lump Sum Award (5%) : \$372,514 17,739	Statewide Fixed Max Lump Sum Award (10%) : \$390,253 35,478
Position Desc & Grade : Senior Director Of Investments 19	Pay Schedule : NERE-134P	Minimum : \$210,848	Fixed Control Point : \$301,211	Department Max Lump Sum Award (5%) : \$316,272 15,061	Statewide Fixed Max Lump Sum Award (10%) : \$331,332 30,121
Position Desc & Grade : Senior Deputy Chief Investment Officer 20	Pay Schedule : NERE-135P	Minimum : \$261,524	Fixed Control Point : \$389,780	Department Max Lump Sum Award (5%) : \$409,269 19,489	Statewide Fixed Max Lump Sum Award (10%) : \$428,758 38,978
Position Desc & Grade : Senior Executive Medical Director 21	Pay Schedule : NERE-138P	Minimum : \$227,596	Fixed Control Point : \$282,956	Department Max Lump Sum Award (5%) : \$297,104 14,148	Statewide Fixed Max Lump Sum Award (10%) : \$311,252 28,296

GROUP 4 SCHEDULES

Position Desc & Grade	Pay Schedule	Minimum	Fixed Control Point	Department Max Lump Sum Award (5%)	Statewide Fixed Max Lump Sum Award (10%)
Position Desc & Grade : Administrative Law Administrator 19	Pay Schedule : NERE-024P	Minimum : \$127,475	Fixed Control Point : \$164,448	Department Max Lump Sum Award (5%) : \$172,670 8,222	Statewide Fixed Max Lump Sum Award (10%) : \$180,893 16,445
Position Desc & Grade : Attorney Administrator 19	Pay Schedule : NERE-024P	Minimum : \$127,475	Fixed Control Point : \$164,448	Department Max Lump Sum Award (5%) : \$172,670 8,222	Statewide Fixed Max Lump Sum Award (10%) : \$180,893 16,445
Position Desc & Grade : Administrative Law Administrator 20	Pay Schedule : NERE-025P	Minimum : \$132,382	Fixed Control Point : \$170,775	Department Max Lump Sum Award (5%) : \$179,314 8,539	Statewide Fixed Max Lump Sum Award (10%) : \$187,853 17,078
Position Desc & Grade : Attorney Administrator 20	Pay Schedule : NERE-025P	Minimum : \$132,382	Fixed Control Point : \$170,775	Department Max Lump Sum Award (5%) : \$179,314 8,539	Statewide Fixed Max Lump Sum Award (10%) : \$187,853 17,078
Position Desc & Grade : State Administrative Manager 15 *	Pay Schedule : NERE-060P	Minimum : \$89,180	Fixed Control Point : \$128,334	Department Max Lump Sum Award (5%) : \$134,751 6,417	Statewide Fixed Max Lump Sum Award (10%) : \$141,167 12,833
Position Desc & Grade : State Assistant Administrator 15	Pay Schedule : NERE-060P	Minimum : \$89,180	Fixed Control Point : \$128,334	Department Max Lump Sum Award (5%) : \$134,751 6,417	Statewide Fixed Max Lump Sum Award (10%) : \$141,167 12,833
Position Desc & Grade : State Deputy Warden 15	Pay Schedule : NERE-060P	Minimum : \$89,180	Fixed Control Point : \$128,334	Department Max Lump Sum Award (5%) : \$134,751 6,417	Statewide Fixed Max Lump Sum Award (10%) : \$141,167 12,833
Position Desc & Grade : State Police First Lieutenant 15	Pay Schedule : NERE-060P	Minimum : \$89,180	Fixed Control Point : \$128,334	Department Max Lump Sum Award (5%) : \$134,751 6,417	Statewide Fixed Max Lump Sum Award (10%) : \$141,167 12,833
Position Desc & Grade : State Police Laboratory Director 15	Pay Schedule : NERE-060P	Minimum : \$89,180	Fixed Control Point : \$128,334	Department Max Lump Sum Award (5%) : \$134,751 6,417	Statewide Fixed Max Lump Sum Award (10%) : \$141,167 12,833
Position Desc & Grade : State Administrative Manager 16	Pay Schedule : NERE-061P	Minimum : \$98,964	Fixed Control Point : \$138,186	Department Max Lump Sum Award (5%) : \$145,095 6,909	Statewide Fixed Max Lump Sum Award (10%) : \$152,005 13,819

Position Desc & Grade : Technology Advisor 16	Pay Schedule : NERE-061P	Minimum : \$98,964	Fixed Control Point : \$138,186	Department Max Lump Sum Award (5%) : \$145,095 6,909	Statewide Fixed Max Lump Sum Award (10%) : \$152,005 13,819
Position Desc & Grade : State Division Administrator 17	Pay Schedule : NERE-062P	Minimum : \$108,813	Fixed Control Point : \$147,933	Department Max Lump Sum Award (5%) : \$155,330 7,397	Statewide Fixed Max Lump Sum Award (10%) : \$162,726 14,793
Position Desc & Grade : State Office Administrator 17	Pay Schedule : NERE-062P	Minimum : \$108,813	Fixed Control Point : \$147,933	Department Max Lump Sum Award (5%) : \$155,330 7,397	Statewide Fixed Max Lump Sum Award (10%) : \$162,726 14,793
Position Desc & Grade : Social Services Division Administrator 17	Pay Schedule : NERE-063P	Minimum : \$89,220	Fixed Control Point : \$147,933	Department Max Lump Sum Award (5%) : \$155,330 7,397	Statewide Fixed Max Lump Sum Award (10%) : \$162,726 14,793
Position Desc & Grade : State Bureau Administrator 18	Pay Schedule : NERE-064P	Minimum : \$118,521	Fixed Control Point : \$157,745	Department Max Lump Sum Award (5%) : \$165,632 7,887	Statewide Fixed Max Lump Sum Award (10%) : \$173,520 15,775
Position Desc & Grade : Treasury Investment Officer 16	Pay Schedule : NERE-070P	Minimum : \$98,964	Fixed Control Point : \$144,319	Department Max Lump Sum Award (5%) : \$151,535 7,216	Statewide Fixed Max Lump Sum Award (10%) : \$158,751 14,432

SENIOR EXECUTIVE MANAGEMENT ASSISTANT SERVICE SCHEDULES

Position Desc & Grade	Pay Schedule	Minimum	Fixed Control Point	Department Max Lump Sum Award (5%)	Statewide Fixed Max Lump Sum Award (10%)
Position Desc & Grade : Senior Executive Management Assistant 9	Pay Schedule : NERE-026P	Minimum : \$49,444 [23.68/hr]	Fixed Control Point : \$62,160 [29.77/hr]	Department Max Lump Sum Award (5%) : \$65,268 3,108	Statewide Fixed Max Lump Sum Award (10%) : \$68,376 6,216
Position Desc & Grade : Senior Executive Management Assistant 11	Pay Schedule : NERE-027P	Minimum : \$50,509 [24.19/hr]	Fixed Control Point : \$68,090 [32.61/hr]	Department Max Lump Sum Award (5%) : \$71,495 3,405	Statewide Fixed Max Lump Sum Award (10%) : \$74,899 6,809
Position Desc & Grade : Senior Executive Management Assistant 13	Pay Schedule : NERE-028P	Minimum : \$55,833 [26.74/hr]	Fixed Control Point : \$78,216 [37.46/hr]	Department Max Lump Sum Award (5%) : \$82,127 3,911	Statewide Fixed Max Lump Sum Award (10%) : \$86,038 7,822
Position Desc & Grade : Senior Executive Management Assistant 15	Pay Schedule : NERE-029P	Minimum : \$63,058 [30.20/hr]	Fixed Control Point : \$92,185 [44.15/hr]	Department Max Lump Sum Award (5%) : \$96,794 4,609	Statewide Fixed Max Lump Sum Award (10%) : \$101,404 9,219

STATE POLICE DIGITAL FORENSICS ANALYST P11, INFO TECH PROGRAMMER/ANALYST, INFRA ANALYST AND PROJECT COORDINATOR P11 PAY SCHEDULE - NERE 263

Minimum	6 Months	1 Year	18 Months	2 Years	30 Months	3 Years	42 Months	54 Months	66 Months	78 Months
Minimum: \$22.49	6 Months: \$24.56	1 Year: \$26.65	18 Months: \$28.72	2 Years: \$30.67	30 Months: \$32.53	3 Years: \$33.61	42 Months: \$34.67	54 Months: \$36.84	66 Months: \$38.94	78 Months: \$41.27

STUDENT ASSISTANT-E PAY SCHEDULE - NERE 115P

Academic Attainment	Pay Concept	Minimum-Maximum Hourly Rate
Academic Attainment: High School: Student is currently enrolled or has completed high school and has been accepted by a post-secondary educational institution.	Pay Concept: A	Minimum-Maximum Hourly Rate : \$10.10 - \$19.75
Academic Attainment: College: Student is currently enrolled in a post-secondary educational program related to the work assigned.	Pay Concept: B	Minimum-Maximum Hourly Rate : \$16.59 - \$23.90
Academic Attainment: Post-Bachelor's degree: Student is currently in an advanced degree program related to the work assigned and has completed a bachelor's degree.	Pay Concept: C	Minimum-Maximum Hourly Rate : \$19.28 - \$27.34

TRANSITIONAL POSITION PAY SCHEDULES

Transitional Position	Grade	Schedule	Minimum	Maximum
Transitional Position: Business and Administrative Technician	Grade: A	Schedule: STP	Minimum: \$21.90	Maximum: \$32.88
Transitional Position: Manager	Grade: C	Schedule: STP	Minimum: \$29.28	Maximum: \$61.33
Transitional Position: Professional	Grade: B	Schedule: STP	Minimum: \$22.87	Maximum: \$54.09

BARGAINING UNIT T01 PAY SCHEDULES

Schedule	Grade	Recruit	Year 1	Year 2
Schedule: T01-001	Grade: 10	Recruit: \$14.20	Year 1: \$26.98	Year 2: \$31.77

Schedule	Grade	Year 2	Year 3	Year 4	Year 5	Year 6	Year 10	Year 15	Year 20
Schedule: T01-001	Grade: E11	Year 2: \$31.77	Year 3: \$33.33	Year 4: \$34.99	Year 5: \$38.53	Year 6: \$0.00	Year 10: \$40.27	Year 15: \$0.00	Year 20: \$0.00
Schedule: T01-002	Grade: 11	Year 2: \$31.77	Year 3: \$33.33	Year 4: \$34.99	Year 5: \$38.53	Year 6: \$0.00	Year 10: \$40.27	Year 15: \$0.00	Year 20: \$0.00

Schedule	Grade	Base Min	Year 1	Year 10	Year 15	Year 20
Schedule: T01-003	Grade: 12	Base Min: \$42.39	Year 1: \$44.50	Year 10: \$46.51	Year 15: \$0.00	Year 20: \$0.00

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