

# Western Michigan University

## Staff Compensation System Pay Structure

Effective June 23, 2025 (nonexempt/hourly) and July 1, 2025 (exempt/salaried)\*

Grade	Minimum (annual)	Midpoint (annual)	Maximum (annual)	Minimum (hourly)	Midpoint (hourly)	Maximum (hourly)
<b>B</b>	\$32,301	\$39,756	\$47,210	\$15.53	\$19.12	\$22.70
<b>C</b>	\$36,194	\$45,243	\$54,292	\$17.40	\$21.75	\$26.10
<b>D</b>	\$42,528	\$53,160	\$63,792	\$20.45	\$25.56	\$30.67
<b>E</b>	\$49,971	\$62,464	\$74,956	\$24.02	\$30.03	\$36.04
<b>F</b>	\$57,563	\$73,395	\$89,226	\$27.67	\$35.29	\$42.90
<b>G</b>	\$69,075	\$88,073	\$107,070	\$33.21	\$42.35	\$51.48
<b>H</b>	\$82,890	\$105,687	\$128,484	\$39.85	\$50.81	\$61.77
<b>I</b>	\$99,468	\$126,825	\$154,181	\$47.82	\$60.98	\$74.13
<b>J</b>	\$124,336	\$158,531	\$192,726	\$59.78	\$76.22	\$92.66
<b>K</b>	\$155,420	\$198,164	\$240,908	\$74.72	\$95.27	\$115.82

\*WMU's pay implementation programs are designed to function with the effective date of changes to pay and to the pay structure set to the first day of a pay period. If mid-pay period effective dates are chosen, the programs will not calculate retroactive pay, which will then require manual calculation and data entry.



Revised: Sept. 12, 2025