

Western Michigan University

Staff Compensation System Pay Structure

Effective June 22, 2026 (nonexempt/hourly) and July 1, 2026 (exempt/salaried)*

Grade	Minimum (annual)	Midpoint (annual)	Maximum (annual)	Minimum (hourly)	Midpoint (hourly)	Maximum (hourly)
B	\$32,786	\$40,352	\$47,918	\$15.76	\$19.40	\$23.04
C	\$36,737	\$45,922	\$55,106	\$17.66	\$22.08	\$26.49
D	\$43,166	\$53,958	\$64,749	\$20.75	\$25.94	\$31.13
E	\$50,721	\$63,401	\$76,080	\$24.38	\$30.48	\$36.58
F	\$58,426	\$74,495	\$90,564	\$28.09	\$35.82	\$43.54
G	\$70,111	\$89,394	\$108,676	\$33.71	\$42.98	\$52.25
H	\$84,133	\$107,272	\$130,411	\$40.45	\$51.58	\$62.70
I	\$100,960	\$128,727	\$156,494	\$48.54	\$61.89	\$75.24
J	\$126,201	\$160,909	\$195,617	\$60.67	\$77.36	\$94.05
K	\$157,751	\$201,137	\$244,522	\$75.84	\$96.70	\$117.56

*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. 16, 2026