

Western Michigan University
 Staff Compensation System - Pay Structure
 Effective June 15, 2009

Grade	Minimum	Midrange		Maximum
10	\$20,039 \$9.63	\$22,544 \$10.84	\$27,554 \$13.25	\$30,059 \$14.45
11	\$21,802 \$10.48	\$24,528 \$11.79	\$29,978 \$14.41	\$32,703 \$15.72
12	\$24,029 \$11.55	\$27,033 \$13.00	\$33,040 \$15.88	\$36,044 \$17.33
13	\$26,534 \$12.76	\$29,851 \$14.35	\$36,484 \$17.54	\$39,801 \$19.14
14	\$30,058 \$14.45	\$33,816 \$16.26	\$41,330 \$19.87	\$45,088 \$21.68
15	\$34,048 \$16.37	\$38,304 \$18.42	\$46,816 \$22.51	\$51,072 \$24.55
16	\$38,502 \$18.51	\$43,315 \$20.82	\$52,940 \$25.45	\$57,753 \$27.77
17	\$44,162 \$21.23	\$49,682 \$23.89	\$60,723 \$29.19	\$66,243 \$31.85
18	\$48,798 \$23.46	\$57,093 \$27.45	\$69,781 \$33.55	\$78,076 \$37.54
19	\$56,112 \$26.98	\$65,651 \$31.56	\$80,240 \$38.58	\$89,779 \$43.16
20	\$64,497 \$31.01	\$75,462 \$36.28	\$92,231 \$44.34	\$103,195 \$49.61
21	\$74,132 \$35.64	\$86,734 \$41.70	\$106,008 \$50.97	\$118,611 \$57.02
22	\$85,282 \$41.00	\$99,780 \$47.97	\$121,953 \$58.63	\$136,451 \$65.60

Pay Schedule Guidelines

New hires: New hires should be hired at a pay rate between the grade minimum and the lower end of the pay grade's midrange. A proposed starting rate within the grade midrange must be reviewed with HR Services prior to making an offer. A starting pay rate above the midrange requires prior approval of the appropriate vice president.

Transfers: The hiring agent must contact HR Services to discuss appropriate placement of an employee who promotes or transfers to a new position. Exceptions to HR Services' recommendations regarding the pay rate of an employee transferring to a new position must have prior approval of the appropriate vice president.