



WESTERN MICHIGAN UNIVERSITY
Human Resources

Email hr-hris@wmich.edu

Phone (269) 387-3620

Fax (269) 387-3441

**WMU Annual Leave Benefit Differences:
Staff Compensation System Exempt/Salaried vs.
Aviation Associates and Post-Graduate Fellows (Research Staff R3)
As of January 1, 2024**

Annual Leave Benefit	Staff Compensation System Exempt/Salaried	Aviation Associates and Research Staff R3 (Post-Graduate Fellows)
Years of Service	Allotment Per Year	Allotment Per Year
Upon hire	176 hours	112 hours
After 1 year		136 hours
After 5 years	192 hours	160 hours
After 8 years		176 hours
After 10 years	208 hours	192 hours
After 15 years		208 hours
After 20 years	216 hours	216 hours

Prepared by WMU Human Resources, 5/21/2024.