NEW! Changes in the student compensation pay structure

Effective **7/1/2019**, the current nine (9) cell student pay structure will be replaced by a three-band system: SE1, SE2, SEQ.

- Steps are no longer a part of the student pay structure.
- Instead, departments can opt to pay a student anywhere in the pay band, as long as the rate falls between the lower and upper band limits.

Please note that there will be new job codes/titles to support the new structure

- Each title will now include a grade within the description (e.g. Stu-Office Assistant SE1; Stu-Office Assistant SE2, Stu-Office Assistant SEQ)

New job codes will be posted on the HR web site: [https://wmich.edu/hr/studentjobcodes](https://wmich.edu/hr/studentjobcodes)

The transition to the new pay scale will be automatic and no pay rates will be changed. The new grades will be converted as follows:

- **Current Grade:** SE1 – Step 1 **New Grade:** SE1
- **Current Grade:** SE1 – Step 2 **New Grade:** SE1
- **Current Grade:** SE1 – Step 3 **New Grade:** SE1
- **Current Grade:** SE2 – Step 1 **New Grade:** SE1
- **Current Grade:** SE2 – Step 2 **New Grade:** SE2
- **Current Grade:** SE2 – Step 3 **New Grade:** SE2
- **Current Grade:** SE3 – Step 1 **New Grade:** SE2
- **Current Grade:** SE3 – Step 2 **New Grade:** SE2
- **Current Grade:** SE3 – Step 3 **New Grade:** SE2

For 2019, the bands are:

- **SE1:** $9.45 - $10.14
- **SE2:** $10.15 - $10.84
- **SEQ:** $10.85 & above

Pay rates over $50 will need approval from Career & Student Services

Information on the new pay structure is on the CSES web site at: [https://wmich.edu/career/campus/payrates](https://wmich.edu/career/campus/payrates)

**QUESTIONS?**

**STUDENT JOB CODES**

Human Resources

Web: [www.wmich.edu/hr/](http://www.wmich.edu/hr/)

Email: hr-hris@wmich.edu

Phone: 387-3620

**PAY & PAY STRUCTURE**

CAREER & STUDENT SERVICES

wmich.edu/career/campus/payrates

wmu-handshake@wmich.edu