



2020 JOB CLASSIFICATION AND PAY LEVEL GUIDELINES

LEVEL ONE

Salary Range: \$9.65 - \$10.50 from \$9.45 to \$9.65 effective 1/1/2020

1. Minimal experience, and/or on-the-job training required
2. General work, with some independent responsibility and routine decision-making
3. Basic keyboarding/computer skills

POSITIONS: Attendant/Monitor, Concession Worker, Desk Staff, Event Staff, Student Assistant I, Student Trainer, Usher, Photographer, Writer, Reporter, Project Organizer

LEVEL TWO

Salary Range: \$10.51 – 11.75

1. Previous training or advanced specialized skills/abilities required
2. Significant amount of independence and responsibility, with little supervision
3. Contact with the public a major responsibility
4. Duties may include some supervision of others

POSITIONS: Computer Consultant, Grounds Keeper, Maintenance Staff, Secretary, Sports Information Specialist, Student Assistant II, Editor, Team/Equipment Manager, Telemarketer, Ticket Assistant, Animal Curator, Accounting Clerk, Carpenter.

LEVEL THREE

Salary Range: \$11.76 - \$13.50

1. Considerable amount of academic study or related work experience required (at junior/senior level)
2. Duties are varied and complex, contact with public likely.
3. Full responsibility for a particular activity, program, or building
4. High level of technical/computer/programming skills needed

POSITIONS: Auxiliary Officer, Editor, Peer Counselor, Programmer, Project Coordinator, Student Assistant III, System Analyst, Web Designer, Technician, Tutor, and Publisher.

GRADUATE LEVEL

Salary Range: \$13.51-15.00

1. BA/BS degree required
2. Duties are varied and complex, involving a high degree of responsibility and independent judgement, contact with the public
3. Assignments involve research, analysis, and teaching
4. High level of technical/computer/programming skills needed

POSITIONS: Graduate Assistant, Graduate Project Coordinator, Law Clerk, Research Assistant, Teaching Assistant

PROFESSIONAL LEVEL

Salary Range: \$15.01 and above

1. MA/MS degree required or 2nd year Law Student, Dental Student
2. Program of Study leading to a Doctoral Degree
3. Direct involvement with the Community
4. Interview Clients/Witnesses

POSITIONS: Law Interns, Student Therapists