

## Wage Rate Structure

*Effective July 1, 2021*

**Category A** \$7.50-\$8.00

**Category B** \$7.65-\$8.15

**Category C** \$7.90-\$8.40

**Category D** \$8.15-\$8.65

- Length of service increases and/or merit increases may be given at the supervisor's discretion. Increases should be given in \$0.05 increments up to \$0.25 per semester, not to exceed the category maximum.
- It is recommended that all new employees within a category will start at the minimum category pay level.
- Exceptions to this structure must be documented and presented to the Student Employment Office for approval.

<i>Category A-\$7.50-8.00 per hour</i>			
<b>Job Duties</b>	<b>Required Experience</b>	<b>Skill Level</b>	<b>Supervision</b>
Perform routine tasks as assigned. Work entails well-defined procedures.	No prior work experience is necessary.	No Special skills are required.	Person will be continually supervised and will have no decision making authority.
<i>Category B-\$7.65-8.15 per hour</i>			
<b>Job Duties</b>	<b>Required Experience</b>	<b>Skill Level</b>	<b>Supervision</b>
Performs general tasks with simple to moderate difficulty Work entails well-defined procedures.	Some previous education or work experience is required.	Some special skills or training is required.	Person will be supervised, but has some decision making authority.
<i>Category C-\$7.90-8.40 per hour</i>			
<b>Job Duties</b>	<b>Required Experience</b>	<b>Skill Level</b>	<b>Supervision</b>
Requires special skills, knowledge or abilities. Work entails general guidelines.	Moderate level of work experience or knowledge is required (minimum 6 months).	Possess' the knowledge and skills to perform independently with or without training.	Person will have limited supervision. They will have some decision making authority.
<i>Category D-\$8.15-8.65 per hour</i>			
<b>Job Duties</b>	<b>Required Experience</b>	<b>Skill Level</b>	<b>Supervision</b>
Requires advanced specialized skills, knowledge or abilities. Tasks may be difficult and complex in nature	High level of previous work experience or knowledge is required (minimum 1 year).	Ability to multitask with strong attention to detail. Ability to perform required skills with minimal training.	Person will have minimal supervision. They will make decisions and act independently.