

UNA
Student Employment Wage Level Guide

FACTOR	Level I Basic	LEVEL II Intermediate	Level III Advanced
Complexity of Assignment	Routine & non-complex Procedures are well established	Moderate difficulty Limited decision making required	Considerable difficulty Extensive problem solving & decision making required Usually involves concurrent activities
Supervision Received	Close supervision with assistance readily available	Receives some instructions but may use independent judgment within limits	Received limited supervision; able to follow set procedures and make independent decisions
Supervision	None	Supervisory responsibilities for limited activities	Involves supervisory responsibilities for large or complex activities
Scope	Work within department	Work campus wide	Work goes beyond campus
Knowledge	Routine or repetitious	Basic knowledge of assigned tasks	Requires considerable degree of proficiency in an area of specialized knowledge or skill
Training	None or minimal previous training required	Relevant job related training	Requires specific advanced training
Experience	None or minimal experience related to job	Prior experience Necessary	Related work experience required
Certification/Licensure	None	None	Requires specific licensure

Scale/Hourly Wage

Level I	LEVEL II	Level III
Step 1 \$7.25	Step 1 \$7.60	Step 1 \$7.95
Step 2 \$7.50	Step 2 \$7.85	Step 2 \$8.20
Step 3 \$7.75	Step 3 \$8.10	Step 3 \$8.45
Step 4 \$8.00	Step 4 \$8.35	Step 4 \$8.70

- 1) All students begin at Step 1 the first year in a position
- 2) Students are eligible for longevity raises (step increments) if they maintain satisfactory job performance and return to the same position or a similar position in the same department after one full year of service in that department (not to include Summer sessions).
- 3) Rate increases are subject to the availability of funding and approval