

Job Standards & FY22 Pay Bands: Administrative Support (C) Family

Jobs in this family do not require a Bachelor's degree and are non-exempt from the Fair Labor Standards Act (FLSA). Positions noted with (UE) are represented by the United Electrical, Radio and Machine Workers of America, Local 267. Positions noted with (T) are represented by the Chauffeurs, Teamsters, Warehousemen and Helpers Union No. 597.

Last updated: December 15, 2021

37.5-Hour Week Pay Bands					
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd-Shift	3rd-Shift
Business Support Series					
<i>Career Progression</i>					
2061	Business Support Assistant	27,300	46,410	1,638	2,184
2071	Business Support Generalist	30,400	51,680	1,824	2,432
Library Support Series					
<i>Career Progression</i>					
2081	Library Support Assistant	27,300	46,410	1,638	2,184
2091	Library Support Generalist	28,430	48,335	1,706	2,274
2101	Library Support Senior	30,500	51,850	1,830	2,440
Office/Program Support Series					
<i>Alternate Career Progression</i>					
2111	Office/Program Outreach Support	28,430	48,335	1,706	2,274
<i>Career Progression</i>					
2021	Office/Program Support Assistant	27,300	46,410	1,638	2,184
2031	Office/Program Support Generalist	30,400	51,680	1,824	2,432
2041	Office/Program Support Senior	36,000	61,200	2,160	2,880
Service Support Series					
<i>Alternate Career Progression</i>					
2121	Services Support Material Specialist	31,815	54,090	1,909	2,545
<i>Career Progression</i>					
2191	Services Support Clerk (UE)	28,958	42,076	1,755	2,243
2231	Services Support Worker (UE)	28,958	44,616	1,755	2,243
2201	Services Support Assistant (UE)	28,958	44,948	1,755	2,243
2221	Services Support Generalist (UE)	28,958	45,884	1,755	2,243
2211	Services Support Senior (UE)	29,543	47,268	1,755	2,243
2131	Services Support Supervisor	31,815	54,090	1,909	2,545
Technical Support Series					
<i>Alternate Career Progression</i>					
2151	Technical Support Generalist	28,430	48,335	1,706	2,274
2171	Technical Support Specialist	33,000	56,100	1,980	2,640

40-Hour Week Pay Bands

JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd-Shift	3rd-Shift
Business Support Series					
<i>Career Progression</i>					
2072	Business Support Generalist	32,427	55,125	1,946	2,594
Office/Program Support Series					
<i>Career Progression</i>					
2032	Office/Program Support Generalist	32,427	55,125	1,946	2,594
Service Support Series					
<i>Alternate Career Progression</i>					
2122	Services Support Material Specialist	33,936	57,696	2,036	2,715

Hourly Pay Bands

JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd-Shift	3rd-Shift
Office/Program Support Series					
<i>Alternate Career Progression</i>					
2183	Dispatcher (T)	20.41	28.64	1.25	1.50
<i>Career Progression</i>					
2033	Office/Program Support Generalist	15.59	26.50	0.94	1.25
Service Support Series					
<i>Career Progression</i>					
2193	Services Support Clerk (UE)	14.85	22.09	0.90	1.15

Job Standards & FY22 Pay Bands: Executive (E) Family

Positions in this family require a Bachelors' degree and seven to ten years of experience and are *exempt* from the Fair Labor Standards Act (FLSA).

37.5-Hour Week Pay Band			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Executive Family - Alternate Career Progression			
1999	Classified Executive (exempt)	87,000	182,700

Job Standards & FY22 Pay Bands: Professional (P) Family

Jobs in this family require at minimum, education and experience equivalent to a Bachelor's degree and are exempt from the Fair Labor Standards Act (FLSA).

37.5-Hour Week Pay Bands			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Administrative Services Professional Series			
<i>Alternate Career Progression</i>			
3091	Administrative Coordinator	43,000	81,700
3001	Administrative Counsel	85,000	161,510
3011	Administrative Services Manager	64,000	121,600
3541	Business Operations Administrator	87,000	165,400
3311	Facility Coordinator	50,000	95,000
3561	Professional Senior Executive Assistant	75,000	142,600
3601	Safety Coordinator	41,500	78,850
3591	Technical Safety Officer	52,500	99,750
<i>Administrative Analyst/Planner Career Progression</i>			
3051	Administrative Analyst/Planner	45,000	85,500
3061	Administrative Analyst/Planner Senior	51,800	98,420
<i>Administrative Facilities Professional Career Progression</i>			
3101	Administrative Facilities Professional	52,500	99,750
3111	Administrative Facilities Professional Senior	58,000	110,250
<i>Administrative Professional Career Progression</i>			
3031	Administrative Professional	43,000	81,700
3041	Administrative Professional Senior	51,200	97,280
<i>Communications Professional Career Progression</i>			
3071	Communications Professional	39,000	74,100
3081	Communications Professional Senior	47,000	89,300
<i>Constituent Relations Career Progression</i>			
3131	Constituent Relations Professional	48,500	92,150
3141	Constituent Relations Professional Senior	77,000	146,300
Health Care Professional Series			

<i>Alternate Career Progression</i>			
3551	Clinical Engineer	47,500	90,250
3571	Health Care Administrator/MD	115,000	218,505
3161	Health Care Doctor	113,000	214,700
3151	Health Care Manager	75,000	142,500
3171	Health Care Nurse	47,500	90,250
3581	Health Care Provider	60,000	114,000
<i>Health Care Counselor Career Progression</i>			
3201	Health Care Counselor	42,000	79,800
3211	Health Care Counselor Senior	50,000	95,000
<i>Health Care Professional Career Progression</i>			
3191	Health Care Professional	42,000	79,800
3531	Health Care Professional Senior	50,000	95,000
Information Technology Professional Series			
<i>Alternate Career Progression</i>			
3231	Information Technology Manager	74,500	141,550
3501	Information Technology Specialist	62,000	117,800
<i>Career Progression</i>			
3251	Information Technology Professional	43,500	82,650
3261	Information Technology Professional Senior	60,870	115,660
Outreach Professional Series			
<i>Alternate Career Progression</i>			
3521	Outreach Coordinator	39,000	74,100
3321	Outreach Manager	62,000	117,800
<i>Career Progression</i>			
3331	Outreach Professional	39,000	74,100
3341	Outreach Professional Senior	47,000	89,300
Research Professional Series			
<i>Alternate Career Progression</i>			
3271	Research Center Administrator	64,500	122,550
3301	Researcher/Analyst	53,800	102,220
3281	Research Engineer	52,500	99,750
3291	Research Specialist	39,000	74,100
Student/Academic Services Professional Series			
<i>Alternate Career Progression</i>			
3611	Associate Dean Student Services	77,000	146,300
3631	Career Development Counselor	33,200	63,100
3511	Student Services Administrator	77,000	146,300
3431	Library Professional	39,000	74,100
3461	Student/Academic Services Manager	55,500	105,450
<i>Academic Services Professional Career Progression</i>			
3351	Academic Services Professional	33,200	63,100
3361	Academic Services Professional Senior	43,000	81,700

<i>Athletic Coach Career Progression</i>			
3371	Athletic Assistant Coach	39,500	75,050
3381	Athletic Head Coach	65,500	124,450
3391	Athletic Head Coach Senior	170,000	323,000
<i>Enrollment Management Professional Career Progression</i>			
3401	Enrollment Management Professional	33,200	63,100
3411	Enrollment Management Professional Senior	43,000	81,700
<i>Student Life Professional Career Progression</i>			
3441	Student Life Professional	33,200	63,100
3451	Student Life Professional Senior	43,000	81,700
<i>Student Services Professional Career Progression</i>			
3471	Student Services Professional	33,200	63,100
3481	Student Services Professional Senior	43,000	81,700

40-Hour Week Pay Bands					
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd-Shift	3rd-Shift
Administrative Services Series					
<i>Alternate Career Progression</i>					
3092	Administrative Coordinator	45,867	87,147	2,752	3,669
3012	Administrative Services Manager	68,267	129,707	4096	5,461
<i>Administrative Professional Career Progression</i>					
3032	Administrative Professional	45,867	87,147	2,752	3,669
3042	Administrative Professional Senior	54,613	103,765	3,277	4,369
<i>Administrative Analyst/Planner Career Progression</i>					
3051	Administrative Analyst/Planner	48,000	91,200	2880	3840
<i>Administrative Facilities Career Progression</i>					
3102	Administrative Facilities Professional	56,000	106,400	3,360	4,480
Research Professional Series					
<i>Alternate Career Progression</i>					
3302	Researcher/Analyst	57,387	109,035	3,443	4,591

Job Standards & FY22 Pay Bands for Technical (T) Family

Jobs in this family require education and experience equivalent to either a Bachelor's or Associate's degree and may be *exempt* or *non-exempt* from the Fair Labor Standards Act (FLSA). All titles are *non-exempt*, except for positions noted with an (E)

37.5-Hour Week Pay Bands			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Technical Equipment Series			
<i>Alternate Career Progression</i>			
4141	Scientific Equipment Technician	42,000	79,800
4131	Scientific Electronics Technician	47,000	89,300
4021	Biomedical Equipment Technician Supervisor (E)	50,000	95,000
<i>Biomedical Equipment Technician Career Progression</i>			
4091	Biomedical Equipment Technician	36,500	69,350
4101	Biomedical Equipment Technician Senior	47,000	89,300
<i>Equipment Technician Career Progression</i>			
4111	Equipment Technician	38,000	72,200
4121	Equipment Technician Senior (E)	47,000	89,300
Technical Media Series			
<i>Alternate Career Progression</i>			
4151	Media Broadcast Technician (E)	43,650	82,935
<i>Media Technician Career Progression</i>			
4161	Media Technician	32,500	61,750
4271	Media Technician Senior	35,500	67,450
Technical Research Series			
<i>Alternate Career Progression</i>			
4181	Research Assistant	27,500	52,250
4191	Research Project Assistant	28,500	54,150
<i>Laboratory/Research Technician Career Progression</i>			
4201	Laboratory/Research Technician	30,000	57,000
4211	Laboratory/Research Technician Senior	42,700	81,130
Technical Safety Series			
<i>Alternate Career Progression</i>			
4231	Safety Technician	38,000	72,200
4221	Environmental Safety Technician	38,000	72,200

Job Standards & FY22 Pay Bands: Specialized (Sp) Family

Jobs in this family require education and experience equivalent to either a Bachelor's or Associate's degree and may be *exempt* or *non-exempt* from the Fair Labor Standards Act (FLSA). All titles are *non-exempt*, except for positions noted with an (E)

37.5-Hour Week Pay Bands			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Specialized Family - Alternate Career Progression			
4261	Business/Accounting Specialist	35,000	66,400
4311	Clinic Assistant	29,250	55,575
4341	Communications Specialist	32,000	60,800
4321	Data Specialist	35,000	66,400
4301	Executive Assistant to the President/Provost (E)	44,735	85,000
4381	Executive Project Specialist (E)	44,735	85,000
4031	Information Technology Assistant/Programmer	35,800	68,020
4291	Medical Laboratory Specialist	37,575	71,400
4061	Nursing Specialist (E)	37,575	71,400
4351	Outreach Specialist	32,000	60,800
4071	Process Coordinator	32,000	60,800
4081	Program Specialist	32,000	60,800
4251	Student Services Specialist	30,000	57,000

40-Hour Week Pay Bands			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Specialized Family - Alternate Career Progression			
4262	Business/Accounting Specialist	37,333	70,827
4082	Program Specialist	34,133	64,853

Hourly Pay Bands			
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum
Specialized Family - Alternate Career Progression			
4043	Interpreter/Translator Specialist	\$15.00	\$28.50
4073	Process Coordinator	\$16.41	\$31.18

Job Standards & FY22 Pay Bands: Skilled Crafts (K) Family

Jobs in this family do not require a Bachelor's degree and are *non-exempt* from the Fair Labor Standards Act (FLSA).

All positions except those noted with an asterisk (*) are represented by the United Electrical, Radio and Machine Workers of America, Local 267.

Pay bands for each job standard are listed below. The normal work week for hourly employees is 40 hours.

JOB CODE		Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Facilities Trades Series					
<i>Alternate Career Progression</i>					
5193	Facilities Repairperson	16.64	26.63	0.90	1.15
5513	Facilities Trades Supervisor*	28.21	47.95	1.69	2.26
5353	Facilities Unit Supervisor*	16.41	27.90	0.98	1.31
5333	Service Technician	18.83	30.13	0.90	1.15
5283	Zone Supervisor*	23.08	39.23	1.61	2.14
<i>Building Trades Career Progression</i>					
5013	Building Trades Assistant	15.43	24.68	0.90	1.15
5023	Building Tradesperson	16.23	25.96	0.90	1.15
5033	Building Tradesperson Senior	18.26	29.21	0.90	1.15
5043	Building Tradesperson Specialist	18.83	30.13	0.90	1.15
5052,3	Building Trades Supervisor*	24.87	42.28	1.49	1.99
<i>Facilities Trades Engineer Career Progression</i>					
5003	Facilities Trades Technician	26.80	42.88	0.90	1.15
5363	Facilities Trades Engineer	27.60	44.16	0.90	1.15
<i>Hazardous Materials Career Progression</i>					
5083	Hazardous Materials Worker	14.85	23.00	0.90	1.15
5093	Hazardous Materials Specialist	16.23	25.96	0.90	1.15
5293	Hazardous Materials Specialist Senior	17.83	28.52	0.90	1.15
<i>Operating Engineer Career Progression</i>					
5153	Operating Engineer Assistant	15.08	24.12	0.90	1.15
5253	Operating Engineer	18.60	29.76	0.90	1.15
5133	Operating Engineer Senior	21.20	33.92	0.90	1.15
<i>Utilities Trades Career Progression</i>					
5213	Utilities Trades Assistant	15.08	24.12	0.90	1.15
5223	Utilities Tradesperson Journey	20.40	32.64	0.90	1.15
5233	Utilities Tradesperson Master	22.64	36.22	0.90	1.15
5243	Utilities Tradesperson Specialist	25.80	41.28	1.61	2.14
Mechanic Trades Series					
<i>Equipment Mechanic Career Progression</i>					

5203	Equipment Mechanic	17.11	27.38	0.90	1.15
5273	Equipment Mechanic Senior	17.73	28.36	0.90	1.15
<i>Facilities Mechanic Career Progression</i>					
5063	Facilities Mechanic	14.85	23.15	0.90	1.15
5073	Facilities Mechanic Senior	18.26	29.21	0.90	1.15
<i>Mechanic Career Progression</i>					
5113	Mechanic	18.00	28.80	0.90	1.15
5123	Fleet Mechanic	20.80	33.28	0.90	1.15
5143	Mechanic Supervisor*	23.00	38.97	1.38	1.84

Job Standards & FY22 Pay Bands: Service (S) Family

Jobs in the Service Family do not require a Bachelor's degree and, except for some supervisors, are *non-exempt* from the FairLabor Standards Act (FLSA). Positions noted with (UE) are represented by the United Electrical, Radio and Machine Workers of America, Local 267. Positions noted with (T) are represented by the Chauffeurs, Teamsters, Warehousemen and Helpers Union No. 597. Positions noted with an (E) are *exempt*.

Pay bands for job standards are listed below. The normal work week for salaried and hourly non-exempt employees in this family is 40 hours.

40-Hour Week Pay Bands					
JOB CODE		Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Transportation Services Series					
<i>Alternate Career Progression</i>					
6282	Transportation Services Supervisor (E)	48,000	81,600	2,880	3,840
Hourly Pay Bands					
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Protective Services Series					
<i>Service Officer Career Progression</i>					
6223	Service Officer (T)	14.85	19.18	1.25	1.50
6353	Service Officer Supervisor	14.85	23.12	0.82	1.09
<i>Police Officer Career Progression</i>					
6203	Police Officer (T)	19.97	29.96	1.25	1.50
6363	Police Officer Sergeant (T)	39.20	42.31	1.25	1.50
6293	Police Officer Senior	30.00	45.00	1.69	2.26
Transportation Services Series					
<i>Alternate Career Progression</i>					
6273	Transportation Enforcement Supervisor	19.49	33.13	1.17	1.56
6233	Shuttle Driver (UE)	15.42	26.21	0.90	1.15
<i>Transportation Services Career Progression</i>					
6263	Transportation Services Officer (UE)	14.85	23.29	0.90	1.15
6323	Transportation Services Coordinator (UE)	17.95	28.72	0.90	1.15

Job Standards & FY22 Pay Bands: Maintenance (M) Family

Jobs in the Maintenance Family do not require a Bachelor's degree and are *non-exempt* from the Fair Labor Standards Act (FLSA), except for positions noted with an (E). All positions except those noted with an asterisk (*) are represented by the United Electrical, Radio and Machine Workers of America, Local 267.

Pay bands for each job standard are listed below. The normal work week for salaried non-exempt employees is 37.5 hours, although exceptions of a 40-hour week (salaried or hourly) may apply. The normal work week for hourly

37.5-Hour Week Pay Bands					
JOB CODE		Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Maintenance Series					
<i>Alternate Career Progression</i>					
6121	Research Facilities Maintenance Specialist	31,638	50,622	1,755	2,243
6141	Maintenance Operations Supervisor* (E)	55,000	93,500	3,300	4,400
<i>Maintenance Career Progression</i>					
6091	Maintenance Worker	28,958	43,700	1,755	2,243
6101	Maintenance Specialist	28,958	44,440	1,755	2,243
40-Hour Week Pay Bands					
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Maintenance Series					
<i>Alternate Career Progression</i>					
6122	Research Facilities Maintenance Specialist	33,748	53,997	1,872	2,392
6142	Maintenance Operations Supervisor* (E)	58,667	99,733	3,520	4,693
6152	Maintenance Services Supervisor* (E)	43,235	73,501	2,594	3,459
<i>Maintenance Career Progression</i>					
6042	Farm Maintenance Worker	30,671	49,067	1,872	2,392
6052	Farm Maintenance Specialist	31,512	50,419	1,872	2,392
6062	Farm Maintenance Specialist Senior	37,972	60,757	1,872	2,392
Hourly Pay Bands					
JOB CODE	JOB STANDARD	Hiring Minimum	Payband Maximum	2nd shift	3rd shift
Maintenance Series					
<i>Alternate Career Progression</i>					
6173	Maintenance Project Coordinator*	18.95	32.21	1.14	1.52
6133	Maintenance Unit Supervisor*	19.15	32.56	1.15	1.53
<i>Custodial Maintenance Career Progression</i>					
6013	Custodial Maintenance Worker	14.85	21.98	0.90	1.15
6023	Custodial Maintenance Specialist	14.85	22.65	0.90	1.15
6033	Custodial Maintenance Specialist Senior	14.98	23.96	0.90	1.15
<i>Grounds Maintenance Career Progression</i>					
6073	Grounds Maintenance Worker	14.85	23.29	0.90	1.15

6083	Grounds Maintenance Specialist	16.30	27.72	0.90	1.15
6373	Grounds Maintenance Specialist Senior	18.75	31.87	0.90	1.15
6163	Grounds Unit Supervisor*	21.00	35.69	1.26	1.68

Maintenance Career Progression

6093	Maintenance Worker	14.85	22.41	0.90	1.15
6103	Maintenance Specialist	14.85	22.79	0.90	1.15
6113	Maintenance Specialist Senior	16.23	25.96	0.90	1.15