



Wage Determination Tool

Department

Position Name
& ID Number

Job Factor	Pay Level 1	Pay Level 2	Pay Level 3	Pay Level 4
Experience	None	Little or Moderate	Moderate to Substantial	Substantial to Expert
Previous Training	None or Little	Moderate	Substantial	Beyond Substantial
Task Structure	Simple & Routine	Mostly simple & routine	Mostly complex and/or variable	Highly complex and/or variable
Task Responsibility	Little responsibility	Some/shared responsibility	Mostly responsible	Primarily or totally responsible
Learning	Limited to simple job tasks	Some job learning requiring special instructions, information, and/or training	Substantial on-the-job learning or previous learning required	More than substantial on-the-job learning or previous learning required
Supervision Structure	Mostly supervised; little to no independent work	Moderate supervision; some independent work	Limited supervision; mostly independent work	Little or no direct supervision; almost exclusively independent work
Judgement	Limit or no judgement with approval required	Moderate judgment with approval required	Some independent judgment or significant judgement with approval required	Independent judgment regularly required
Special Duties	None or some tasks requiring special instruction or additional training required	Moderate or high level of tasks requiring special instruction or additional training required	Supervision, training, and/or tutoring of others	Research management, publication, instruction or special projects/activities of a significant scope
Job-Specific Knowledge Required	None to Limited	Moderate	Advanced	Advanced or Expert technical knowledge
Common and Job-Specific Skills	Mostly common; small amounts of specialized skills may be required	Approximately equal amounts of common and specialized skills required	High level of competency/fluency with at least one specialized skill	High level of competency/fluency with multiple specialized skills
Specialized Abilities	Few or no specialized abilities required	Moderate number of specialized abilities required	Large number of specialized abilities required	Large number of specialized abilities or rare abilities required
Other Factors	None or common factors	Mostly common; possibly a few uncommon factors	Mostly uncommon; can be a large # of common factors	Mostly uncommon or very specialized factors present
Count of Factors				
Pay Level				
Wage Rates	\$7.25-8.30	\$8.30-10.05	\$10.05-11.80	\$11.80-13.55
Wage Mid-Point	\$7.77	\$9.17	\$10.92	\$12.67
New Employee Cap	\$8.09	\$9.70	\$11.45	\$13.20
Final Wage				