Grade Level One: 7.25 – 8.25
Grade Level Two: 7.30 - 9.00
Grade Level Three: 7.40 – 9.80
Grade Level Four: 7.70 – 12.00
Grade Level Five  8.20 – 15.00

Grade Level 1
· minimal special skills needed
· perform routine tasks with minimal responsibility
· employee is well supervised
· no previous training or experience required

Grade Level 2
· employee must possess special skills with moderate level of competence
· tasks assigned require some degree of responsibility
· some supervision provided
· training may be necessary for some aspects of these positions

Grade Level 3
· employee must possess special skills with a moderate to high level of competence
· tasks assigned require moderate to high degree of responsibility
· student usually works independently with little supervision
· previous training and experience may be required

Grade Level 4
· employee must possess special skills with a high level of competence
· tasks assigned require high degree of responsibility
· student usually works independently with no direct supervision; may involve training and supervision of others
· previous training or experience is necessary
· employees should have completed some undergraduate education

Grade Level 5
· special skills are involved and student must have a high level of competence; must possess independent judgment and/or decision-making ability; position requires a high degree of mental activity and/or manual dexterity
· independent research may be an integral part of duties; student’s work may provide an important link in a departmental operation; may involve training and supervision of others; requires a self-starter
· student works independently with no direct supervision
· previous training and experience are required; advanced technical experience, including certification or license, may be necessary
· some undergraduate education required; may require a graduate student with courses in specified area.