



**MARQUETTE**  
UNIVERSITY

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.