<table>
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<tr>
<th>Classification Group</th>
<th>Description</th>
<th>Responsibility Level</th>
<th>In-Hire Pay Range (Effective October 1, 2014)</th>
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| Administrative/Operational (ADM) | Provide administrative or operational support and services to faculty, staff or students. Requires training gained through on-the-job experience, vocational training, or job-related college courses leading to Associate’s degree. Typical of activities carried out by regular staff classified as Administrative Associate, Accounting Assistant, Library Specialist, Student Affairs/Services Specialist, Medical Services Assistant. | I - Highly structured assignments; regular supervision.  
II - Assignments limited in scope/complexity but require admin or vocational skills; minimal supervision.  
III - Significant judgment required to carry out assignments and make decisions. | I - $15.05 - $21.45  
II - $18.50 - $28.30  
III - $25.60 - $36.20 | 9150 Temporary-Non-Exempt  
8945 Casual-Non-Exempt |
| Other Professional (OTP) | Provide professional services requiring individual expertise in a professional or technical field. Typical of activities carried out by regular staff classified as Academic Research & Program Officer, Student Affairs/Services Officer, Financial/Management Analyst, Accountant, Human Resources Manager, Writer, Life Science Research Assistant, Social Science Research Assistant, Research & Development Engineer. | I - Moderately complex assignments require knowledge of principles/concepts/methods of a specific field.  
II - Assignments require advanced knowledge & ability to develop & apply advanced techniques.  
III - Assignments require expert knowledge. | I - $21.15 - $35.35  
II - $29.05 - $52.10  
III - $41.55 - $70.55 | 9150 Temporary-Non-Exempt  
8945 Casual-Non-Exempt |
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| Managerial            | Provide management services for recognized department or subdivision of University. Accomplish tasks/results through subordinates. Supervisory responsibility for 2 or more employees. Typical of activities carried out by regular staff classified as Administrative Services Manager, Finance Manager, Technical Manager, Director of Finance & Administration. | I - Manage single dept or unit (or multiple units of similar complexity/function). Establish operational objectives/assignments; delegate assignments to subordinates.  
II - Also provide strategic direction for plans impacting a major area.  
III - Manage large department/unit, multiple departments of diverse functions; or major University-wide program. Develop long-range plans. | I - $29.60 - $48.95  
II - $42.10 - $70.25  
III - $62.80 - $94.20 | 9150 Temporary-Non-Exempt  
8945 Casual-Non-Exempt |
| Technical/Paraprofessional | Provide services using specialized knowledge or skills acquired through experience, apprenticeship, on-the-job training in occupationally specific programs. Typical of activities carried out by regular staff classified as Life Science Technician, S&E Technician, Animal Care Assistant, Lab Machinist, Costume Technician, Graphics Technician, Audio-Visual Operator. | I - Work standards closely prescribed. Duties are repetitive and simple instructions require little interpretation or skill. Rudimentary lab work such as glassware washing may be assigned.  
II - Assignments may include variety of tasks and require judgment and interpretation to apply procedures correctly. Lab work may require moderate level of scientific knowledge. Supervision to review correct results.  
III - Assignments require originality/analysis/judgment, and include determining work procedures & coordinating phases of work with others. May involve science/engineering technical work. | I - $17.15 - $24.00  
II - $21.65 - $29.90  
III - $26.80 - $40.55 | 9152 Temporary-Technical Maintenance Service  
8941 Casual-Technical Maintenance Service |
<table>
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<tr>
<th>Classification Group (SVM)</th>
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| Service/Maintenance       | Provide services that result in or contribute to the comfort, convenience, hygiene of personnel and student body, or that contribute to the upkeep of the University. Typically requiring limited degrees of previously acquired skills/knowledge. Typical of activities carried out by regular staff classified as Food Service Worker, Groundskeeper, Custodian, Portal Monitor, Computer Operator, Storekeeper, Maintenance Person, Road Maintenance Technician. | I - Work standards are closely prescribed. Duties are repetitive and simple instructions require little interpretation or skill. May involve light manual labor.  
II - Assignments may include variety of tasks and require judgment and interpretation to apply procedures correctly. May involve strenuous labor.  
III - Assignments require originality/analysis/judgment, and include determining work procedures and coordinating phases of work with others. | I - $15.05 - $20.70  
II - $19.20 - $27.00  
III - $24.25 - $36.85 | 9152 Temporary-Technical Maintenance Service  
8941 Casual-Technical Maintenance Service |
| Skilled Crafts (SKC)       | Provide services requiring special manual skills and a thorough/comprehensive knowledge of work processes acquired through on-the-job training & experience or through apprenticeship/other formal training program. Typical of activities carried out by regular staff classified as Carpenter, Painter, Electrician, Plumber, Plumber/Steamfitter, Alarm Technician. | I - Work standards closely prescribed. Duties are repetitive and simple instructions require little interpretation or skill.  
II - Assignments may include variety of tasks and require judgment and interpretation to apply procedures correctly. May involve strenuous labor.  
III - Assignments require originality/analysis/judgment, and include determining work procedures and coordinating phases of work with others. | I - $23.80 - $30.35  
II - $25.50 - $34.90  
III - $30.80 - $42.25 | 9152 Temporary-Technical Maintenance Service  
8941 Casual-Technical Maintenance Service |
# Exempt Classifications

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<td>Other Professional (OTP)</td>
<td>Provide services in the following professions: Physician (School of Medicine only) Computer Professional</td>
<td>I - Moderately complex assignments require knowledge of principles/concepts/methods of a specific field. II - Assignments require advanced knowledge &amp; ability to develop &amp; apply advanced techniques. III - Assignments require expert knowledge.</td>
<td>In addition to meeting duties tests for exemption under the FLSA and California labor code, a minimum rate is required for Physicians and Computer Professionals. Physicians-Minimum: $73.57 Computer Professionals-Minimum: $40.38</td>
<td>9151 Temporary-Exempt 8944 Casual-Exempt University Compensation approval is required prior to use.</td>
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</tbody>
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## On-Call Non-Exempt Classification

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<td>Administrative/Operational (ADM)</td>
<td>Provide support services for special events. Primarily found in Public Safety Department and Event/Labor Services.</td>
<td>I - Highly structured assignments; regular supervision. II - Assignments limited in scope/complexity but require admin or vocational skills; minimal supervision. III - Significant judgment required to carry out assignments and make decisions.</td>
<td>I - $15.05 - $21.45 II - $18.50 - $28.30 III - $25.60 - $36.20</td>
<td>8956 Casual Special Event On-Call</td>
</tr>
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</table>