

# RECOMMENDED CC (03) WAGE RATES

EFFECTIVE 01/04/2009

	Minimum	Mid-Point	Maximum
Level I	\$ 8.00	\$ 10.00	\$ 12.00
Level II	\$ 9.04	\$ 11.30	\$ 13.56
Level III	\$ 10.16	\$ 12.70	\$ 15.24
Level IV	\$ 11.38	\$ 14.22	\$ 17.06
Level V	\$ 12.69	\$ 15.86	\$ 19.03
Level VI	\$ 14.10	\$ 17.63	\$ 21.15
Level VII	\$ 15.63	\$ 19.54	\$ 23.44
Level VIII	\$ 17.28	\$ 21.60	\$ 25.92
Level IX	\$ 19.06	\$ 23.83	\$ 28.59
Level X	\$ 20.99	\$ 26.23	\$ 31.48

## CC (03) Level Descriptions

### LEVEL I

#### General Function

Simple, repetitive duties requiring the incumbent to follow definite procedures according to clearly prescribed standards.

#### Examples of Tasks Performed

- ❖ Receives and relays incoming telephone calls and takes messages.
- ❖ Serves as receptionist and performs incidental clerical work as time permits.
- ❖ Operates a copy machine; maintains logs; stocks, cleans and adjusts machine.
- ❖ Performs routine tasks associated with receipt, sorting and delivery of mail.
- ❖ Files material that has already been classified or which is easily classified in a serial classification system (alphabetical, chronological, etc.) classifies and indexes simple materials.
- ❖ Pick up and deliver mail and other items and performs errands as required.
- ❖ Performs general chores such as vacuuming; washing; sweeping; dusting; polishing; making beds; emptying waste receptacles and disposing of waste.
- ❖ Move and set up furniture to prepare for meetings and/or special functions.
- ❖ Serve and/or prepare food; clean food preparation and serving equipment.
- ❖ Load and/or unload vehicles.
- ❖ Processes repetitive documents in accordance with established procedures or standing instructions.
- ❖ Files routine material according to a prescribed breakdown; records data of a standardized nature; lists data from documents or records where knowledge of subject matter is not required.
- ❖ Locates and extracts materials from files when requested.
- ❖ Performs basic typing duties from relatively clear drafts and types routine forms.
- ❖ Performs one or more routine accounting operations with well-defined procedures and instructions.
- ❖ Copies complex tables already set up and properly spaced.

## CC (03) Level Descriptions

- ❖ Operate a cash register and balance drawer.
- ❖ Inspect and display merchandise; take inventory and prepare orders; serve customers.
- ❖ Prepare and cook simple dishes and assist other employees in preparation of more complex dishes and ordering food.
- ❖ Uses computer to search files and look-up information from records.
- ❖ Assist in the care of patients under the direction of nursing/medical staff.

## CC (03) Level Descriptions

### Level II

#### General Function

Diversified duties involving the use of either a wide range of procedures or requiring a working knowledge of a specialized field.

#### Examples of Tasks Performed

- ❖ Operate central telephone switchboard/console and other types of communications systems; handles incoming and outgoing telephone calls as well as conference, overseas or problem calls; receives and relays messages; provides information to visitors and callers.
- ❖ Handles non-repetitive, clerical accounting transactions which require familiarity with accounting procedures and some knowledge of accounting codes and classifications.
- ❖ Enter/update information into computer; checks for discrepancies; determine proper coding and maintain necessary logs.
- ❖ Prepare and maintain laboratory stock and equipment; mix chemical solutions; sterilize culture media, glassware and other apparatus; maintain inventory records and requisition supplies.
- ❖ Cares for laboratory animals used in experimental and biological research; assist in laboratory experiments; clean and sterilize laboratory and related equipment.
- ❖ Clean, launder and press articles and garments, working under harmful effects of chemicals, excessive noise/heat, lifting heavy objects and standing for prolonged period.
- ❖ Prepare baked goods; decorate cakes and operates miscellaneous bakery equipment under extreme temperature and hazardous conditions, lifting heavy objects and working varied shifts.
- ❖ Operate light motor vehicles to transport persons and/or materials in connection with University business; perform minor prevention maintenance and maintain records. May escort passengers to and from vehicle and destination. May operate radio communication equipment.
- ❖ Accept reservations, register patrons, receive payment and maintain clerical and financial records; sometimes works varied shifts and irregular hours and may be required to stand for long periods.

## CC (03) Level Descriptions

### LEVEL III

#### General Function

Diversified duties involving the use of a wide range of procedures and exercise of judgment, with some knowledge of University and departmental policies.

#### Examples of Tasks Performed

- ❖ Performs clerical duties of limited analysis and use of individual judgment, requiring working knowledge of University; processes documents, compiles various reports according to standard operating procedures involving readily available information. Disseminates information relative to University/departmental rules, policies and procedures.
- ❖ Schedules or arranges for conferences, meetings, interviews, appointments, reserving facilities and notifying appropriate individuals of dates, time and location.
- ❖ Types and proofreads correspondence, reports and other materials, including: contracts; briefs; legal documents; medical reports; technical/scientific manuals, manuscripts or reports.
- ❖ Composes and types letters on routine matters for supervisor's approval.
- ❖ Operates various office machines, including facsimile machines, personal computers, copiers, and projectors.
- ❖ Produce crops and care for livestock by plowing and harrowing land; spraying and dusting plants; harvesting and storing crops; feeding and caring for livestock. Outside work in all types of weather; exposed to hazards of potentially dangerous animals and harmful effects of chemicals; required to lift heavy loads.
- ❖ Patrol parking garage; operate mechanical gate; calculate parking charges and collect payment; balance cash fund and maintains necessary records. Works irregular hours and varied shifts in extremes of climate, while standing for prolonged periods and under exposure to harmful fumes.
- ❖ Provide for daily care and personal hygienic needs of patients; serves meals and evaluate patients' diets; assist physicians and prepare patients for examination; applies dressings, take vital signs; perform ear irrigations and throat cultures; administer EKG's and perform vision screenings; removes casts; disseminate health education information.
- ❖ Receives and deposits funds; verifies accuracy of figures; makes calculations and postings; processes purchase orders, requisitions and payrolls.

## CC (03) Level Descriptions

- ❖ Perform manual tasks involved in beautification of campus property and/or grounds, involving prolonged physical effort under various weather conditions, working varied shifts and/or irregular hours, and sometimes exposed to hazardous conditions.

## CC (03) Level Descriptions

### LEVEL IV

#### General Function

Variety of duties involving the use of a wide range of specialized skills and procedures with knowledge of University/departmental policies and procedures. While some tasks don't require specialized skills, they may be performed under adverse working conditions, and the character of the work may place special demands on an employee.

#### Examples of Tasks Performed

- ❖ Transcribe from recording machine and type materials requiring the knowledge of complex medical terminology.
- ❖ Conduct searches for library materials and monitors lending of materials.
- ❖ Functionally supervise the production of crops and care of livestock; perform dairy production activities, including operating pasteurization and other equipment; herd animals and milk cows.
- ❖ Raise swine and poultry by breeding, administering medication and preparing feed.
- ❖ Maintain production records and write activity reports.
- ❖ Grow plants in greenhouse; regulate ventilation, temperature, humidity and exposure to sunlight; construct cold frames and other appurtenances.
- ❖ Monitor statistical data according to prescribed formulae.
- ❖ Codes and classifies statistical data; prepares tables, charts and graphs. Checks accuracy of computations; compares and verifies consistency, reliability and authenticity of data.
- ❖ Convert information into an acceptable format and input into computers. Review problem data and make corrections; retrieve data by working simple programs; maintain and purge records and routine files. Set up and/or operate peripheral equipment.
- ❖ Operate and maintain printing/duplicating machines; adjust machines and clean plates.
- ❖ Operate photocopy cameras to photograph prepared copy; develop and process negatives using darkroom equipment; operate equipment and related accessories to produce plates used in offset printing.
- ❖ Maintains financial records for a department; transfers data to general ledgers; balances accounts periodically and prepares financial reports.

## CC (03) Level Descriptions

### LEVEL V

#### General Function

Wide variety of duties requiring the exercise of judgment and a thorough knowledge of University and departmental procedures where the consequence of error may be significant. Some tasks may be performed under adverse working conditions and some hazardous situation may exist.

#### Examples of Tasks Performed

- ❖ Perform, record and summarize financial transactions and prepare financial reports, coordinates activities of other employees and provides on-the-job training.
- ❖ Composes and types own letters on routine matters.
- ❖ Operate heavy power-operated equipment such as: back-hoes, front-end loaders and bulldozers, heavy dump trucks, and cranes to assist with construction, repair and maintenance projects on campus. May require hoisting license as well as Massachusetts Commercial Driver's License.

## CC (03) Level Descriptions

### LEVEL VI

#### General Function

Wide variety of duties requiring the exercise of considerable judgment and thorough knowledge of University policy and procedures and/or specialized skills.

#### Examples of Tasks Performed

- ❖ Set up and operate, install, maintain, calibrate complex equipment and apparatus used in connection with educational, scientific, research and related activities; interpret blueprints, specifications and instructions. Demonstrate or provide instruction in use of department equipment to students and other users.
- ❖ Prepare solutions, materials and samples for use in educational, scientific, research and related purposes.
- ❖ Take, develop and file x-ray films, select radiographic factors, prepare barium and water solutions, assist with fluoroscopy and electrocardiograms.
- ❖ Assemble, install, maintain, repair, test, inspect and/or modify various mechanical, electric, electronic and electromechanical equipment, instruments and apparatus used for educational, scientific, research and related purposes, in accordance with specifications, schematics, blueprints, technical manuals and/or diagrams.
- ❖ Fabricate, repair, maintain University buildings, appurtenances and/or equipment, by interpreting blueprints and sketches and utilizing skills and techniques of trades such as carpentry, machinery, metalworking and welding. Erect/dismantle staging and/or set up and operate regular shop tools and those fundamental to specific trades.
- ❖ Test, repair, install and maintain electrical/electronic systems and equipment; determine materials and equipment needs and maintain adequate inventory of supplies. Must possess current, valid Massachusetts Journeyman or Master Electrician's License.
- ❖ Install, repair, maintain and/or alter sanitary, sprinkler and other steam fixtures and systems by operating power and hand tools fundamental to the trade, including welding equipment. Determine need for repairs, read and interpret blueprints; estimate material and equipment needs. Must possess current, valid Massachusetts Journeyman or Master Plumber's License.
- ❖ Use desktop software to prepare documents, presentations and complex spreadsheets based on content provided by others. May create reports from database provided.

## CC (03) Level Descriptions

### LEVEL VII

#### General Function

Diverse duties requiring specialized skills and abilities and sometimes performed under adverse conditions and at irregular times.

#### Examples of Tasks Performed

- ❖ Plan, install, test, repair and maintain electronic and/or electrical equipment; maintain inventory, contacting vendors and ordering parts as necessary.
- ❖ Prepare and revise graphics, such as: designs, drawings, artwork, construction sketches/plans, booklets/charts; determine best methods to utilize; transfer statistical data to maps.
- ❖ Prepare technical artwork, such as utilizing specialized graphic arts computer software programs to design and electronically manipulate, typeset and format text for various publications including: catalogs, brochures, newsletters and booklets.
- ❖ Create/maintain web pages using software (e.g. Dream-weaver) or update databases referenced by web pages.
- ❖ Writes and provides original content for presentations, proposals, publications and speeches.
- ❖ Examine informational requirements and propose configuration and reporting solutions in existing applications.

## CC (03) Level Descriptions

### LEVEL VIII

#### General Function

Duties requiring specialized skills and demonstrated experience in a specific discipline; working conditions may be both unpleasant and hazardous; may require exertion of physical effort, manipulative ability and excellent eye/hand coordination. Special licensure requirements may exist.

#### Examples of Duties Performed

- ❖ Examine, analyze and interpret accounting records for the purpose of giving advice or preparing statements. Reviews University accounting procedures to ensure conformance with established reporting requirements. Requires a minimum of Associates degree in accounting or business administration or one year professional accounting/auditing experience.
- ❖ Classify and catalog books and other library materials; determines need for equipment, supplies, personnel; assists in developing library policy to conform to library accreditation standards; select new books and materials; plan use of floor and shelf space and generally assists users of library. Certification as a professional librarian required.

## CC (03) Level Descriptions

### LEVEL IX

#### General Function

Duties requiring specialized skills and demonstrated experience in a specific discipline, and which requires considerable independent judgment and decision making ability.

#### Examples of Tasks Performed

- ❖ Develop, design, write, test and/or maintain computer programs for processing a variety of applications, according to specifications.
- ❖ Provide technical support services to University staff in the diagnosis and treatment of disease and/or the performance of scientific/research experiments in biology, chemistry, histology or hematology field. Performs tests; prepares culture media and chemical solutions; operates microscopes, counters, and spectrophotometers or may instruct other individuals in the use of equipment and laboratory techniques.
- ❖ Performs bacteriological and chemical tests, planning their sequence, interpreting results and preparing reports; identify microorganisms of various cultures or perform microbiological analyses and other tests. Requires 2 years professional experience or a Bachelor or higher degree in bacteriology, biology or biochemistry.

## CC (03) Level Descriptions

### LEVEL X

#### General Function

Duties which require highly specialized skills and knowledge of specific discipline. Independent judgment and decision making requirements of job are critical.

#### Examples of Tasks Performed

- ❖ Analyze procedures and problems to refine data and convert it to programmable form for electronic data processing. Confer with users to ascertain output requirements, degree of summarization and report format. Requires an Associates degree in appropriate field with 1 year of professional experience; or a Bachelors or higher degree with major in computer or information science.
- ❖ Train and or teach students, plan lessons, evaluate and grade performance of assigned students, and meet with students to discuss curricula and problems with grades. Typically requires a Bachelor of Arts Degree, or higher, with a major in a performing art.