	Level 1	Level 2	Level 3	Level 4	Score
Skills and Knowledge	Minimum or no prior skills or knowledge required	Some skills or knowledge required	Specific skills and/or knowledge required	Specialized skills and/or knowledge are required (i.e. Bachelor's Degree, Certification, Expertise)	**2**
Work Responsibility and Duties	Entry -level positions require basic skills that may be performed with minimum or no work experience	Intermediate positions require several acquired skills. Duties are routine but moderately difficult	Advanced intermediate positions require skills, knowledge, and training. Duties are more complex (i.e. projects)	Specialized positions require skills, knowledge, and training through prior experience or related coursework (i.e. Bachelor's Degree, Certification, Expertise)	**4**
Decision Making	No decision-making responsibilities	Minimum to no decision-making responsibilities regarding routine assigned tasks	Occasional to minimum decision-making responsibilities regarding complex assigned tasks	Frequent decision-making responsibilities regarding assigned tasks	**1**
Supervision	Frequent, direct supervision is required	Occasional, direct supervision is required	Occasional to minimum supervision is required	Minimum or no supervision is required	**1**
				Total Score Range	8

Score Range	Position Level	Starting Rate	Maximum Rate
4-7 Points	Level I	$8.00	$12.00
8-11 Points	Level II	$9.50	$14.00
12-14 Points	Level III	$11.00	$16.00
15-16 Points	Level IV	$12.50	$18.00+