

The California State University
Staff Compensation Program Assessment

Date: May 31, 2022



welcome to brighter

Table of Contents

1. Background	1
2. Study Process	2
3. Data and Discovery.....	3
4. Job Framework.....	9
5. Inversion/Compression Analysis.....	11
6. Market Analysis	13
7. Salary Structure Development.....	21
8. Recommendations.....	24
• Updated Classification System.....	25
• Market Alignment.....	28
• Step Structure.....	28
• Equitable and Predictable Pay.....	45
• Funding Gaps.....	46
Appendix A: Glossary.....	48
Appendix B: Benchmark Summary Job Description	50
Appendix C: Job Grades & Summary Job Analysis.....	161

Figures

Figure 1: Study Population as of 10/31/2021 1

Figure 2: Focus Group Participants 3

Figure 3: Compensation (Pay compared to external peers) – Employee and Manager Feedback 4

Figure 4: Compensation (Impact on attraction/retention) – Manager Feedback..... 4

Figure 5: Compensation (Impact on employee’s day-to-day life) – Employee Feedback 4

Figure 6: Classification (Structure and system) – Manager Feedback..... 5

Figure 7: Classification (IRP Process) – Employee and Manager Feedback 6

Figure 8: Classification Title and Description – Employee & Manager Feedback 6

Figure 9: Pay Structures – Employee Feedback..... 7

Figure 10: Pay Structures – Employee and Manager Feedback..... 7

Figure 11: Predictable and Consistent Pay – Employee and Manager Feedback 8

Figure 12: Job Architecture Overview – Key Components of a Job Architecture 9

Figure 13: Wage Stagnation, Employees 11

Figure 14: Wage Stagnation, CSU Salary Budget 12

Figure 15: Benchmark Jobs 13

Figure 16: Compensation Statistics 16

Figure 17: Standard Adjustments..... 17

Figure 18: Reading benchmark details 17

Figure 19: Five Regions 18

Figure 20: Market Gap Analysis Legend 19

Figure 21: Gap Analysis by Job Family 19

Figure 22: Gap Analysis by Job Level 20

Figure 23: Salary Structure Fundamentals -- Traditional Salary Structures: Movement Through the Range 22

Figure 24: Salary Structure Fundamentals – Step Design Structure: Sample Job 23

Figure 25: Salary Structure Design – Traditional Structures vs. Step Rate 23

Figure 26: Professional Career Stream Level Guide 25

Figure 27: Support Career Stream Level Guide..... 26

Figure 28: Sample Proposed Job Framework..... 26

Figure 29: Step Structure Design..... 29

Figure 30: Preliminary Pay Structure Review - Pay Structure List 30

Figure 31: 01 Athletics and Sports Step Structure Table & Implementation Analysis..... 31

Figure 32: 01 Athletics and Sports Step Structure, Employee Distribution Chart 31

Figure 33: 02 Supply & Logistics Step Rate Structure Table & Implementation Analysis 32

Figure 34: 02 Supply & Logistics Step Rate Structure Distribution Chart 32

Figure 35: 03 Hospitality, Events, Guest Services, and Sales Step Structure Table & Implementation Analysis 33

Figure 36: 03 Hospitality, Events, Guest Services, and Sales Step Structure Table Distribution Chart 33

Figure 37: 04 Libraries and Museums, Police and Public Safety Services Step Rate Structure Table & Implementation Analysis 34

Figure 38: 04 Libraries and Museums, Police and Public Safety Services Step Rate Structure Distribution Chart..... 34

Figure 39: 05 Institutional Advancement, Research; Instructional Services Step Rate Structure Table & Implementation Analysis... 35

Figure 40: 05 Institutional Advancement, Research; Instructional Services Step Rate Structure Distribution Chart 35

Figure 41: 06 Administrative Functions Step Rate Structure Table & Implementation Analysis 36

Figure 42: 06 Administrative Functions Step Rate Structure Distribution Chart 36

Figure 43: 07 Healthcare Step Rate Structure Table & Implementation Analysis 37

Figure 44: 07 Healthcare Step Rate Structure Distribution Chart..... 37

Figure 45: 08 Analysis, Planning and Admin. Services Step Rate Structure Table & Implementation Analysis 38

Figure 46: 08 Analysis, Planning and Admin. Services Step Rate Structure Distribution Chart 38

Figure 47: 09 Information Technology; Facilities Design & Planning Step Rate Structure Table & Implementation Analysis..... 39

Figure 48: 09 Information Technology; Facilities Design & Planning Step Rate Structure Distribution Chart..... 39

Figure 49: 10 Arts Step Rate Structure Table & Implementation Analysis..... 40

Figure 50: 10 Arts Step Rate Structure Distribution Chart..... 40

Figure 51: R01 Physicians Step Rate Structure Table & Implementation Analysis 41

Figure 52: R01 Physicians Step Rate Structure Distribution Chart 41

Figure 53: R04 Academic Services and Student Experience Step Rate Structure Table & Implementation Analysis..... 42

Figure 54: R04 Academic Services and Student Experience Step Rate Structure Distribution Chart..... 42

Figure 55: R05 Facilities and Grounds Step Rate Structure Table & Implementation Analysis 43

Figure 56: R05 Facilities and Grounds Step Rate Structure Distribution Chart 43

Figure 57: R06 Skilled Trades and Specialized Crafts Step Rate Structure Table & Implementation Analysis 44

Figure 58: R06 Skilled Trades and Specialized Crafts Step Rate Structure Distribution Table 44

Figure 59: R08 Police Step Rate Structure Table & Implementation Analysis 45

Figure 60: R08 Police Step Rate Structure Distribution Table..... 45

Figure 61: CSU Benchmark Job Market Pricing Details – Academic Advisor II 50

Figure 62: CSU Benchmark Job Market Pricing Details – Academic Advisor III 50

Figure 63: CSU Benchmark Job Market Pricing Details – Academic Coordinator II 50

Figure 64: CSU Benchmark Job Market Pricing Details – Academic Records Professional III..... 51

Figure 65: CSU Benchmark Job Market Pricing Details – Academic Technologist II..... 51

Figure 66: CSU Benchmark Job Market Pricing Details – Academic Technologist IV 51

Figure 67: CSU Benchmark Job Market Pricing Details – Accompanist II..... 51

Figure 68: CSU Benchmark Job Market Pricing Details – Accountant II..... 52

Figure 69: CSU Benchmark Job Market Pricing Details – Accountant IV 53

Figure 70: CSU Benchmark Job Market Pricing Details – Accounting Technician II..... 54

Figure 71: CSU Benchmark Job Market Pricing Details – Accounts Payable/Receivable E III..... 55

Figure 72: CSU Benchmark Job Market Pricing Details – Accounts Payable Technician II 56

Figure 73: CSU Benchmark Job Market Pricing Details – Administrative Analyst/Specialist II..... 56

Figure 74: CSU Benchmark Job Market Pricing Details – Administrative Analyst/Specialist IV 57

Figure 75: CSU Benchmark Job Market Pricing Details – Administrative Support Assistant II..... 58

Figure 76: CSU Benchmark Job Market Pricing Details – Administrative Support Coordinator I 60

Figure 77: CSU Benchmark Job Market Pricing Details – Administrative Support Coordinator II 61

Figure 78: CSU Benchmark Job Market Pricing Details – Admissions Professional I..... 62

Figure 79: CSU Benchmark Job Market Pricing Details – Advancement Professional II 62

Figure 80: CSU Benchmark Job Market Pricing Details – Advancement Professional IV..... 62

Figure 81: CSU Benchmark Job Market Pricing Details – Air Conditioning/ Refrigeration Mechanic..... 63

Figure 82: CSU Benchmark Job Market Pricing Details – Alumni Relations Professional II..... 64

Figure 83: CSU Benchmark Job Market Pricing Details – Animal Health Technician 64

Figure 84: CSU Benchmark Job Market Pricing Details – Arts Tech Support III (S3)..... 64

Figure 85: CSU Benchmark Job Market Pricing Details – Associate, Academic and Institutional Studies II 65

Figure 86: CSU Benchmark Job Market Pricing Details – Athletic Administration Professional III..... 66

Figure 87: CSU Benchmark Job Market Pricing Details – Athletic Equipment Attendant II 66

Figure 88: CSU Benchmark Job Market Pricing Details – Athletic Trainer II 66

Figure 89: CSU Benchmark Job Market Pricing Details – Automotive/ Equipment Mechanic..... 67

Figure 90: CSU Benchmark Job Market Pricing Details – Broadcast Engineer III..... 68

Figure 91: CSU Benchmark Job Market Pricing Details – Building Services Engineer..... 68

Figure 92: CSU Benchmark Job Market Pricing Details – Business Analyst II..... 69

Figure 93: CSU Benchmark Job Market Pricing Details – Business Analyst IV 69

Figure 94: CSU Benchmark Job Market Pricing Details – Buyer III 70

Figure 95: CSU Benchmark Job Market Pricing Details – Career Professional II 70

Figure 96: CSU Benchmark Job Market Pricing Details – Career Professional IV 70

Figure 97: CSU Benchmark Job Market Pricing Details – Carpenter..... 71

Figure 98: CSU Benchmark Job Market Pricing Details – Childcare Teaching Assistant 72

Figure 99: CSU Benchmark Job Market Pricing Details – Clinical Laboratory Scientist II 72

Figure 100: CSU Benchmark Job Market Pricing Details – Collections Representative II 73

Figure 101: CSU Benchmark Job Market Pricing Details – Communication Professional II..... 74

Figure 102: CSU Benchmark Job Market Pricing Details – Community and Govt. Relations Professional III 75

Figure 103: CSU Benchmark Job Market Pricing Details – Compliance Professional II 76

Figure 104: CSU Benchmark Job Market Pricing Details – Cook II 76

Figure 105: CSU Benchmark Job Market Pricing Details – Credential Analyst II..... 76

Figure 106: CSU Benchmark Job Market Pricing Details – Custodian I 77

Figure 107: CSU Benchmark Job Market Pricing Details – Data Analytics Developer III 78

Figure 108: CSU Benchmark Job Market Pricing Details – Database Administrator II 79

Figure 109: CSU Benchmark Job Market Pricing Details – Database Administrator IV..... 80

Figure 110: CSU Benchmark Job Market Pricing Details – Diversity Professional III 81

Figure 111: CSU Benchmark Job Market Pricing Details – Drafting Technician II 82

Figure 112: CSU Benchmark Job Market Pricing Details – Electrician 83

Figure 113: CSU Benchmark Job Market Pricing Details – Equipment Systems Specialist 84

Figure 114: CSU Benchmark Job Market Pricing Details – Equipment Technician II, Electro-Mechanical..... 85

Figure 115: CSU Benchmark Job Market Pricing Details – Equipment Technician III, Electro-Mechanical..... 86

Figure 116: CSU Benchmark Job Market Pricing Details – Equipment Technician III, Specialized Equipment..... 86

Figure 117: CSU Benchmark Job Market Pricing Details – Evaluator I 87

Figure 118: CSU Benchmark Job Market Pricing Details – Event and Conference Coordinator IV (S4) 87

Figure 119: CSU Benchmark Job Market Pricing Details – Event and Conference Planner II 88

Figure 120: CSU Benchmark Job Market Pricing Details – Executive Assistant..... 88

Figure 121: CSU Benchmark Job Market Pricing Details – Extended Education Specialist II..... 89

Figure 122: CSU Benchmark Job Market Pricing Details – Facilities Maintenance Mechanic..... 89

Figure 123: CSU Benchmark Job Market Pricing Details – Facilities Project Supervisor 90

Figure 124: CSU Benchmark Job Market Pricing Details – Facilities Worker I..... 91

Figure 125: CSU Benchmark Job Market Pricing Details – Financial Aid Professional II 91

Figure 126: CSU Benchmark Job Market Pricing Details – Financial Aid Professional IV 91

Figure 127: CSU Benchmark Job Market Pricing Details – Gardener 92

Figure 128: CSU Benchmark Job Market Pricing Details – Grants and Contracts Professional II 92

Figure 129: CSU Benchmark Job Market Pricing Details – Graphic Designer II	93
Figure 130: CSU Benchmark Job Market Pricing Details – Groundswoker	94
Figure 131: CSU Benchmark Job Market Pricing Details – Guest Services and Sales E II	95
Figure 132: CSU Benchmark Job Market Pricing Details – Head Athletic Trainer	95
Figure 133: CSU Benchmark Job Market Pricing Details – Head Resident	95
Figure 134: CSU Benchmark Job Market Pricing Details – Health and Safety Professional III	96
Figure 135: CSU Benchmark Job Market Pricing Details – Health Educator	97
Figure 136: CSU Benchmark Job Market Pricing Details – Health Information Technician	97
Figure 137: CSU Benchmark Job Market Pricing Details – Heavy Equipment Operator/Bus Driver	98
Figure 138: CSU Benchmark Job Market Pricing Details – Housing Operations Professional II	98
Figure 139: CSU Benchmark Job Market Pricing Details – HR Generalist II	99
Figure 140: CSU Benchmark Job Market Pricing Details – HR Specialist II	101
Figure 141: CSU Benchmark Job Market Pricing Details – Information Security Analyst III	102
Figure 142: CSU Benchmark Job Market Pricing Details – Institutional Research Analyst II	103
Figure 143: CSU Benchmark Job Market Pricing Details – International Program Professional II	104
Figure 144: CSU Benchmark Job Market Pricing Details – Interpreter II-IA	104
Figure 145: CSU Benchmark Job Market Pricing Details – Irrigation Specialist	104
Figure 146: CSU Benchmark Job Market Pricing Details – Laboratory Assistant I	104
Figure 147: CSU Benchmark Job Market Pricing Details – Laborer	105
Figure 148: CSU Benchmark Job Market Pricing Details – Lead Automotive/Equipment Mechanic	106
Figure 149: CSU Benchmark Job Market Pricing Details – Lead Building Services Engineer	107
Figure 150: CSU Benchmark Job Market Pricing Details – Lead Carpenter	108
Figure 151: CSU Benchmark Job Market Pricing Details – Lead Custodian	109
Figure 152: CSU Benchmark Job Market Pricing Details – Lead Groundswoker	110
Figure 153: CSU Benchmark Job Market Pricing Details – Library Services Specialist II	111
Figure 154: CSU Benchmark Job Market Pricing Details – Library Services Specialist III	111
Figure 155: CSU Benchmark Job Market Pricing Details – Library Services Specialist IV	111
Figure 156: CSU Benchmark Job Market Pricing Details – Licensed Vocation Nurse II	112
Figure 157: CSU Benchmark Job Market Pricing Details – Light Automotive Equipment Operation	112
Figure 158: CSU Benchmark Job Market Pricing Details – Livestock Technician II	113
Figure 159: CSU Benchmark Job Market Pricing Details – Locksmith	113
Figure 160: CSU Benchmark Job Market Pricing Details – Marketing Professional II	114
Figure 161: CSU Benchmark Job Market Pricing Details – Medical Assistant	114
Figure 162: CSU Benchmark Job Market Pricing Details – Metal Worker	115
Figure 163: CSU Benchmark Job Market Pricing Details – Network Analyst II	117
Figure 164: CSU Benchmark Job Market Pricing Details – Network Analyst III	118
Figure 165: CSU Benchmark Job Market Pricing Details – Nurse Practitioner IV	119
Figure 166: CSU Benchmark Job Market Pricing Details – Operating Engineer	120
Figure 167: CSU Benchmark Job Market Pricing Details – Painter	121
Figure 168: CSU Benchmark Job Market Pricing Details – Parking Officer II	121
Figure 169: CSU Benchmark Job Market Pricing Details – Payroll Technician II	122
Figure 170: CSU Benchmark Job Market Pricing Details – Performing Arts Technician I	123
Figure 171: CSU Benchmark Job Market Pricing Details – Performing Arts Technician III	123
Figure 172: CSU Benchmark Job Market Pricing Details – Pharmacist II	124
Figure 173: CSU Benchmark Job Market Pricing Details – Pharmacy Technician	124
Figure 174: CSU Benchmark Job Market Pricing Details – Phlebotomist/Clinical Laboratory Assistant	124
Figure 175: CSU Benchmark Job Market Pricing Details – Physician Assistant	125
Figure 176: CSU Benchmark Job Market Pricing Details – Physician – Primary Care	126
Figure 177: CSU Benchmark Job Market Pricing Details – Physician – Specialty Services	126
Figure 178: CSU Benchmark Job Market Pricing Details – Plumber	127
Figure 179: CSU Benchmark Job Market Pricing Details – Police Dispatch I	127
Figure 180: CSU Benchmark Job Market Pricing Details – Police Officer	128
Figure 181: CSU Benchmark Job Market Pricing Details – Project Management Professional III	128
Figure 182: CSU Benchmark Job Market Pricing Details – Property Clerk II	129
Figure 183: CSU Benchmark Job Market Pricing Details – Public Relations and Media Professional III	129
Figure 184: CSU Benchmark Job Market Pricing Details – Radiologic Technologist II	130
Figure 185: CSU Benchmark Job Market Pricing Details – Recruitment Professional II	130
Figure 186: CSU Benchmark Job Market Pricing Details – Registered Dietitian	130
Figure 187: CSU Benchmark Job Market Pricing Details – Registered Nurse II	131
Figure 188: CSU Benchmark Job Market Pricing Details – Registration and Records Counselor II	131
Figure 189: CSU Benchmark Job Market Pricing Details – Reprographics Specialist III	132
Figure 190: CSU Benchmark Job Market Pricing Details – Research Technician I	132
Figure 191: CSU Benchmark Job Market Pricing Details – Research Technician III	133
Figure 192: CSU Benchmark Job Market Pricing Details – Residential Life Professional II	133
Figure 193: CSU Benchmark Job Market Pricing Details – Risk Management Professional II	133

Figure 194: CSU Benchmark Job Market Pricing Details – Security Officer II 134

Figure 195: CSU Benchmark Job Market Pricing Details – Senior Budget Analyst 134

Figure 196: CSU Benchmark Job Market Pricing Details – Sergeant 136

Figure 197: CSU Benchmark Job Market Pricing Details – Shipping and Receiving Assistant I 136

Figure 198: CSU Benchmark Job Market Pricing Details – Software Developer II 137

Figure 199: CSU Benchmark Job Market Pricing Details – Software Developer IV 139

Figure 200: CSU Benchmark Job Market Pricing Details – Speech Pathologist 140

Figure 201: CSU Benchmark Job Market Pricing Details – Sports Information Professional II 141

Figure 202: CSU Benchmark Job Market Pricing Details – Storekeeper I 141

Figure 203: CSU Benchmark Job Market Pricing Details – Student Accessibility Resource Professional III 141

Figure 204: CSU Benchmark Job Market Pricing Details – Student Accessibility Resource Professional IV 141

Figure 205: CSU Benchmark Job Market Pricing Details – Student Health and Wellbeing Professional IV 141

Figure 206: CSU Benchmark Job Market Pricing Details – Student Life Coordinator I 142

Figure 207: CSU Benchmark Job Market Pricing Details – Student Life Professional III 142

Figure 208: CSU Benchmark Job Market Pricing Details – Student Life Professional IV 142

Figure 209: CSU Benchmark Job Market Pricing Details – Student Personnel Technician, Financial Aid 143

Figure 210: CSU Benchmark Job Market Pricing Details – Student Recreation Professional II 143

Figure 211: CSU Benchmark Job Market Pricing Details – Student Services Professional I 143

Figure 212: CSU Benchmark Job Market Pricing Details – Student Services Professional II 143

Figure 213: CSU Benchmark Job Market Pricing Details – Student Success Professional II 144

Figure 214: CSU Benchmark Job Market Pricing Details – Student Success Professional IV 144

Figure 215: CSU Benchmark Job Market Pricing Details – Supervising Electrician 145

Figure 216: CSU Benchmark Job Market Pricing Details – Supervising Locksmith 146

Figure 217: CSU Benchmark Job Market Pricing Details – Supervising Metal Worker 147

Figure 218: CSU Benchmark Job Market Pricing Details – Supervising Painter 148

Figure 219: CSU Benchmark Job Market Pricing Details – Supervising Plumber 149

Figure 220: CSU Benchmark Job Market Pricing Details – Sustainability Professional II 150

Figure 221: CSU Benchmark Job Market Pricing Details – Systems Administrator I 151

Figure 222: CSU Benchmark Job Market Pricing Details – Systems Administrator II 152

Figure 223: CSU Benchmark Job Market Pricing Details – Systems Administrator IV 153

Figure 224: CSU Benchmark Job Market Pricing Details – Technology Support Professional III 154

Figure 225: CSU Benchmark Job Market Pricing Details – Ticket Box Office Manager II 155

Figure 226: CSU Benchmark Job Market Pricing Details – Tree Trimmer I 155

Figure 227: CSU Benchmark Job Market Pricing Details – Tree Trimmer II 156

Figure 228: CSU Benchmark Job Market Pricing Details – User Experience Analyst II 157

Figure 229: CSU Benchmark Job Market Pricing Details – Veterinarian II 158

Figure 230: CSU Benchmark Job Market Pricing Details – Warehouse Worker 158

Figure 231: CSU Benchmark Job Market Pricing Details – Web Developer II 159

Figure 232-246: Job Grades & Summary Job Analysis 160

1. Background

The CSU is the nation's largest four-year public university system with 23 campuses and eight off-campus centers. The CSU educates approximately 486,000 students and employs nearly 56,000 faculty and staff. The CSU is authorized to grant baccalaureate and master's degrees as well as teaching credentials. The CSU is committed to attracting and retaining a diverse workforce that thrives in the pursuit of excellence for students and all members of the CSU community. The CSU is governed by a Board of Trustees that appoints the chief executive officer of the system (the chancellor), Chancellor's Office executive officers (executive vice chancellors/vice chancellors), as well as the president of each campus.

As one of California's public postsecondary systems of higher education, the CSU is committed to¹:

1. Attracting and retaining the most highly qualified individuals whose knowledge, experience, and contributions best serve students and advance the university's mission
2. Fair and reasonable compensation design, application, and delivery
3. Policies and practices compliant with all applicable federal, state, and local regulations and laws
4. Compensation systems that are fiscally sound and that do not exceed the CSU's annual operating budget

Mercer is a global consulting firm specializing in providing advice and solutions to organizations in the areas of health, investments and retirement, workforce and careers, and mergers and acquisitions. While serving all industries, Mercer has worked with over 500 US higher education institutions across its lines of business. Mercer was engaged in the fall of 2021 to review the compensation program at the CSU for its staff (non-faculty and non-management) represented employees. The study included a review of: potential salary issues of inversion and compression, competitiveness of employee pay to the external market as well as the competitiveness of the classification and compensation systems and policies. The study also included the design, costing, evaluation and recommendation of solutions, including but not limited to designing alternative salary structures including a step structure. The staff compensation program study covered the following bargaining units and associated employees:

Figure 1: Study Population as of 10/31/2021

Unit	Employee Group	10/31/2021 HEADCOUNT
1	UAPD (Union of American Physicians and Dentists)	94
2	CSUEU (Medical employees)	683
5	(Labor and service employees)	2,108
7	(Clerical employees)	4,229
9	(Technical employees)	8,240
14	(ALCP instructors)	2
4	APC (Academic Professionals of California)	3,295
6	Teamsters Local 2010	1,036
8	SUPA (Statewide University Police Association)	333
10	IUOE (International Union of Operating Engineers)	14
11	UAW (United Auto Workers)	10,436

¹ Derived from [Board of Trustees Policy on Compensation](#) (Nov. 2019)

2. Study Process

To complete the comprehensive staff compensation program study, Mercer used the following methodology and project steps:

- a) **Data and discovery:** Gathered and reviewed CSU data on pay, structures, and administration of pay practices. Reviewed current practices within higher education, public institutions in the state of California, and general industry best practices. Conducted listening sessions with staff employees and their direct management and listened to CSU stakeholders to understand the current state. Five thousand and five employees participated in online focus groups.
- b) **Job framework:** Reviewed the current classification system of the CSU to identify opportunities to align work performed at the CSU and appropriate job groupings with the external market.
- c) **Salary Compression/Inversion Analysis:** Conducted a thorough review of CSU's staff employee salaries to compare internal alignment of pay among CSU employees.
- d) **Market benchmarking:** Established a consistent methodology (described in [Section 6](#)) to match all represented staff CSU job families and levels to relevant external market data.
- e) **Gap Analysis:** Conducted a market gap analysis to understand alignment to the external marketplace.
- f) **Salary structure design alternatives:** Developed two salary structure models (traditional grade structure and salary-step structure); discussed advantages and policy/procedure implications with the project team; and determined the preferred future salary structure for non-faculty staff represented by a union
- g) **Alignment and model selection:** Conducted strategy sessions with union and CSU human resources leadership to discuss findings, the recommended program, and required investment to implement the recommendations.

3. Data and Discovery

As a part of the discovery process, Mercer facilitated Virtual Focus Groups using the Remesh platform. Remesh is a research tool to collect real-time opinions and data. Remesh was a great option to gather input across CSU's multiple campuses, bargaining units, and functions because of its ability to gather quantifiable data (likert scales) as well as viewpoints in employee's own words at a large scale. Remesh can gather the kind of insights gleaned from small focus groups but at the scale of digital surveys (5,000+ CSU employees), without the drawback of only capturing one-way feedback. We chose Remesh because the anonymity, scope and scale of the platform let us hear more voices, including those who typically would not speak up in person. The tool also allowed peers to freely validate each other's comments and observations because the tool is equipped with an artificial intelligence and upvoting engine that clusters and aggregates responses. This allowed us to provide the CSU with validated themes from our sessions. Remesh has been utilized by Research teams, the United Nations, as well as more than 1000 companies to engage, exchange ideas, and have a dialogue with groups of people.

Mercer held seven virtual listening sessions over a two week period - over 5,000 employees and managers representing all of the staff bargaining units provided feedback. The focus group sessions included open ended questions, polls, and opportunity for participants to provide their personal opinions. The open ended questions provided robust data in employee's own words.

With those sessions Mercer captured common themes of employee sentiment around classifications, compensation, compression and inversion, pay equity, transparency, administration and opportunities for advancement at the CSU.

Figure 2: Focus Group Participants

Unit	Participants (% of unit population)
1: UAPD (Union of American Physicians and Dentists)	15 (17%)
2: CSUEU (Medical employees)	182 (26%)
4: APC (Academic Professionals of California)	1,007 (31%)
5: CSUEU (Labor and service employees)	126 (6%)
6: Teamsters Local 2010	201 (20%)
7: CSUEU (Clerical employees)	1,065 (26%)
8: SUPA (Statewide University Police Association)	11 (3%)
9: CSUEU (Technical employees)	1,734 (21%)
11: UAW (United Auto Workers)	6 (<1%)
14: CSUEU (ALCP instructors)	13 (more than population)
MANAGEMENT	645

Focus group findings consist of four themes:

Market Alignment

Statements from both managers and employees regarding pay provided a consistent message, “CSU pay is not competitive in the marketplace.” Managers expressed frustration in not being able to fill critical roles and the inability to reward job growth and performance. Employees stated they were paid below peers at other organizations. Many also stated that they do not believe they currently receive a living wage as they cannot afford to live near the campus where they work.

Figure 3: Compensation (Pay compared to external peers) – Employee and Manager Feedback

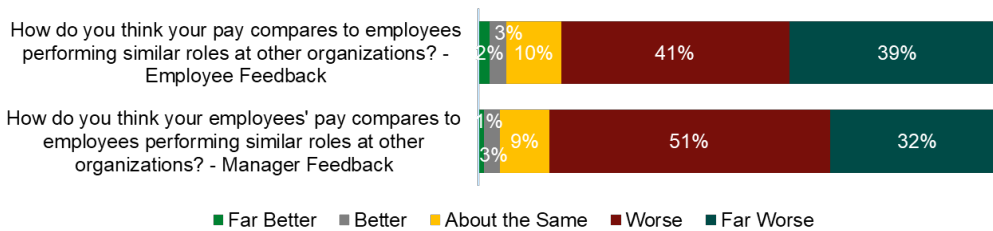


Figure 4: Compensation (Impact on attraction/retention) –Manager Feedback

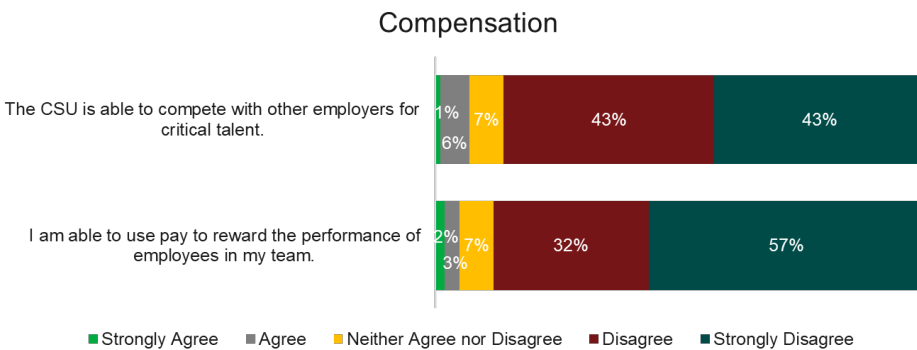


Figure 5: Compensation (Impact on employee’s day-to-day life) –Employee Feedback

In what way does the amount of pay you receive impact your current day-to-day life?

Top-rated Employee Comments	% Agreement
Unable to afford a quality of life comparable to others with the same job somewhere else	75%
the amount of pay I receive prevents me from being able to live comfortably or closer to my place of employment	75%
Rent prices have gotten too high for me to afford on a single person’s salary. My elderly parents have been supplementing my rent and I’ve had to cash in a pension from a previous job. Unless salaries increase soon, I will have to move out of state.	74%
Honestly, just the disparity between the pay difference among the CSU system and the LACCD as an example. Some of us just want to make enough to purchase a home near where we work. Or at least offer training/certs to help us move up or out.	74%
The amount of pay has not kept up with the cost of living or inflation. I have had to cut back on doing things I like to do during my free time to be able to keep a roof over my head, have food on the table, and afford to take care of my family.	74%
I am the primary income earner for my family. With expenses and inflation rising, my pay has rapidly decreased in value resulting in hard decisions.	73%
I am often struggling to make ends meet. If I had an emergency, I’d be in a tough place	73%
I haven’t been able to afford a vacation since I started working here. I’ve been here 13 years. Inflation far out paces the pay increase “schedule” and/or pay rate in general.	73%
Keep falling behind in bills. Not enough money to save for retirement. Can’t properly maintain my house.	73%
Salary provides the basics, but not anything extra, like say, the ability to purchase a house.	73%

Job Framework

Many employees across the CSU stated that it was difficult to map a clear path to career and pay advancement. Employees and managers expressed concern regarding outdated job classifications. They also stated that some job series did not have enough levels to capture the increased responsibilities performed and additional skills required for positions operating at the top level.

Employees and managers also expressed frustration with the internal review process (IRP) whereby employees can request to have their job reviewed for function and level of work. They stated that the job internal review process is fraught with inequities and limitations. Over 50% of the employees stated they have requested an in-range progression to reflect the additional and higher level responsibilities added to their role. Employees and managers stated that the process takes too long, is overly complicated (administratively inefficient), lacks transparency and consistency, and is often denied.

Figure 6: Classification (Structure and system) – Manager Feedback

How would you recommend improving the classification structure and system?

Top-rated Manager Comments	% Agreement
Make periodic review (every few years) a standard practice. Improve salary ranges across classifications to reflect industry reality.	81%
Update all the classifications for reflect this centuries work standards.	81%
Reviewing the classifications and update them to align more appropriately with what people are currently doing	80%
Regular review and update to reflect changing hiring environment. Allow input from management managing employees in each classification.	80%
They need to be reviewed and modernized. Many of the classifications were based on a type of work being performed where now there are technical elements and equivalent competencies m	80%
Take some of the power away from HR. Allow for growth and don't keep people down. Listen to the managers. Make it clear what employees are expected to do to be reclassified (and it shouldnt be to change jobs)	80%
Remove union input and allow for cross over work to occur.	80%

Figure 7: Classification (IRP Process) – Employee and Manager Feedback

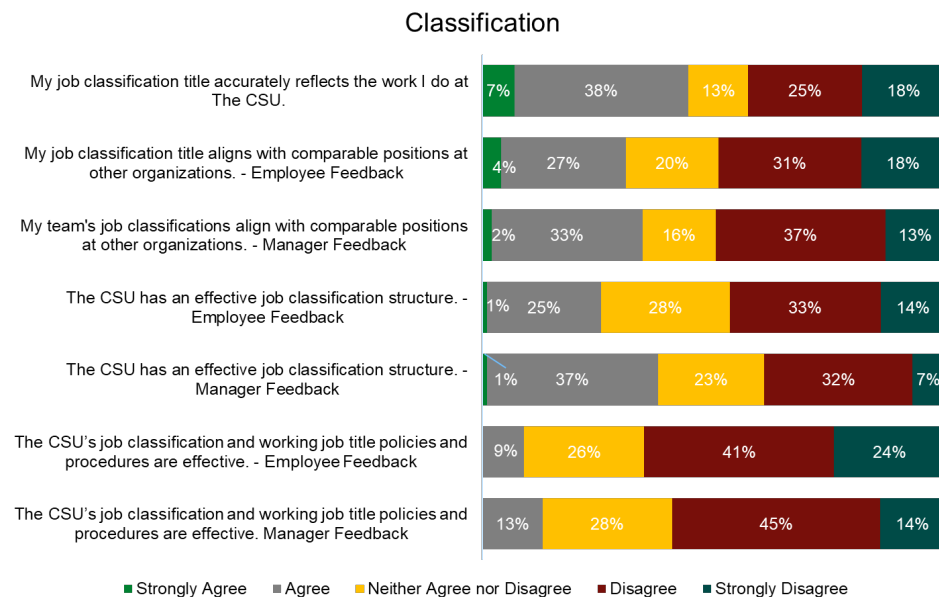
Based on what you know or have experienced, what is your opinion of the In-Range Progression (IRP) process?

Top-rated Employee Comments	% Agreement	Top-rated Manager Comments	% Agreement
It's very hard to get an IRP approved. I tried twice and both were denied. There is favoritism.	81%	They never get approved or it is not a transparent process	78%
Takes WAY too long, not guaranteed. I had an IRP denied when someone doing the same work requested and they were approved. Less experience, education and volume of work.	81%	Getting approval to go through the process as a manager is harder, and that forces the employee to initiate.	78%
It is a joke, you can give multiple great reasons for why you should receive an IRP and all they have to say is it is not equitable and you won't get it. It is not based on your work but what others are being paid.	81%	It's not efficient. It takes a long time to process and vett.	77%
It is overly complicated and lengthy, and they do not explain how or why some get approved and some do not. Lots of misinformation or deliberate obfuscation from management.	81%	The process is clunky and does not always reflect the actual progress of an employee in a particular role. Sometimes the decisions on whether or not to grant the IRP seem arbitrary and not transparent.	77%
Tedious and a lot of work for little to no return. Nothing is really specified in what to present or how to present it and there isn't helpful feedback when the request is denied. Seems to be just a formula and a hoop to jump through.	81%	Unevenly applied and frequently stalled above the manager.	77%
On the surface it appears transparent and structured, but upon close examination there is a hidden but powerful portion that makes the process arbitrary and capricious.	81%	Not very flexible, difficult in union environment and with more professional level positions	77%
		Can be challenging to show evidence of need; seems inconsistently applied; no standard criteria for when one is eligible	77%
		It is lengthy, complicated, and not applied consistently within a CSU or within the system	77%

Job Classification Titles and Descriptions: Many employees and managers expressed frustration with job classification titles and descriptions. Employees stated that their job classification description did not accurately reflect the work they performed. Job classification descriptions ensure accurate and fair recruitment and promotion practices. Also, job classification descriptions are utilized in compensation studies when matching jobs to the external marketplace. It is important to note that the results varied by bargaining unit. Units 2, 5, and 6 responded more favorably to questions regarding job classification accuracy.

Employees and managers voiced concerns about the effectiveness and fairness of job classification and titling policies and procedures. Sixty-six percent of employees and 59% of managers stated that job classification policies and procedures are not effective.

Figure 8: Classification Title and Description – Employee and Manager Feedback



Pay Structures

When employees were asked what is the first thing you would change in the CSU's pay policies, many responded that they would like to have step increases reinstated or have a mechanism to receive regular pay increases. Employees also stated that cost of living and performance should be considered when determining increases.

Figure 9: Pay Structures – Employee Feedback

Thinking about The CSU's pay policies - what is the first thing you would change and why?

Top-rated Employee Comments	% Agreement
Step increases, livable wages	82%
Get our in-step increase reinstated and give us salaries that match up with the cost of living.	82%
automatic annual pay step increases	81%
Increase wages according to cost of living expense	81%
The inability to issue out increases due to cost of living as needed. Having to leave a dept you enjoy being in order to receive a deserved increase.	81%
I would like to see merit based increases in salary positions, and also annual cost of living adjustments (COLAs) for employees.	81%
Gradual pay increases every year, including an additional adjustment for year to year inflation.	81%
Implement standard annual salary increases pegged to inflation rates.	81%
Regular cost-of-living adjustments should be implemented in addition to other ways to get raises (besides finding a new position somewhere else).	81%
Pay increases/step increases after working at a campus multiple years. Pay increase after 2 years, then 4, then 6 and so on.	81%

When employees and managers were asked about the factors that should be considered in making pay decisions, managers stated that the cost of salary in specific cities/regions should be considered. They do not believe the same range should apply to Fresno and San Diego employees as the market is different. Employees stated that years of service, performance, external competitive rates, and internal comparable salaries should all be considered when making pay decisions.

Figure 10: Pay Structures – Employee and Manager Feedback

What other factors should be considered in making pay decisions at The CSU?

Top-rated Employee Comments	% Agreement	Top-rated Manager Comments	% Agreement
Years of service, performance, market pay	91%	Cost of living in California, varied by campus location; potential for high-performing employees to make a longer-term employment commitment if pay is deemed appropriate and keep pace with inflation	79%
External competitiveness--the comparable worth of a position in the market. Internal equity--making sure pay of employees and the value of a job are similarly aligned.	91%	There should be a standard Cost of Living increase. I haven't been given a pay increase in years. We're expected to work harder but not to even have a COL increase? Our salaries need to be more competitive in this market.	78%
Co-workers level of pay and experience and performance. For the same job, my less experienced co-workers make 30% more than me because I was transferred in.	91%	The average cost of salary in the city/region, cost of living in city/region, how hard it is to hire someone in that skill set, the need for that position to be filled for overall campus needs	78%
Years of experience, performance, retention, extra duties, education level, attitude, cost of living, comparison within the private sector not just the CSU because that's who we're competing with.	90%	The local and regional market should be analyzed to determine appropriate pay range. It doesn't make sense to set a pay structure up, that is not affected by where the job is. Paying someone in San Diego or Monterey is much different than Fresno	77%
Equity and region. Gender equality in pay. Transparency.	90%	Cost of living, inflation, people are getting hired at higher salaries than those that have been at the CSU for years.	77%
Comparable to private sector jobs at same level. Years of service to CSU	90%	merit, performance, increased responsibility, cost of living	77%
Experience within the same or comparable roles. Competitive pay for harder-to-fill positions.	90%		
If you have worked at a previous CSU those years should be also counted in your experience and determination of pay but at our CSU that did not count for anything. Just started at bottom again.	90%		

Predictable and Consistent Pay

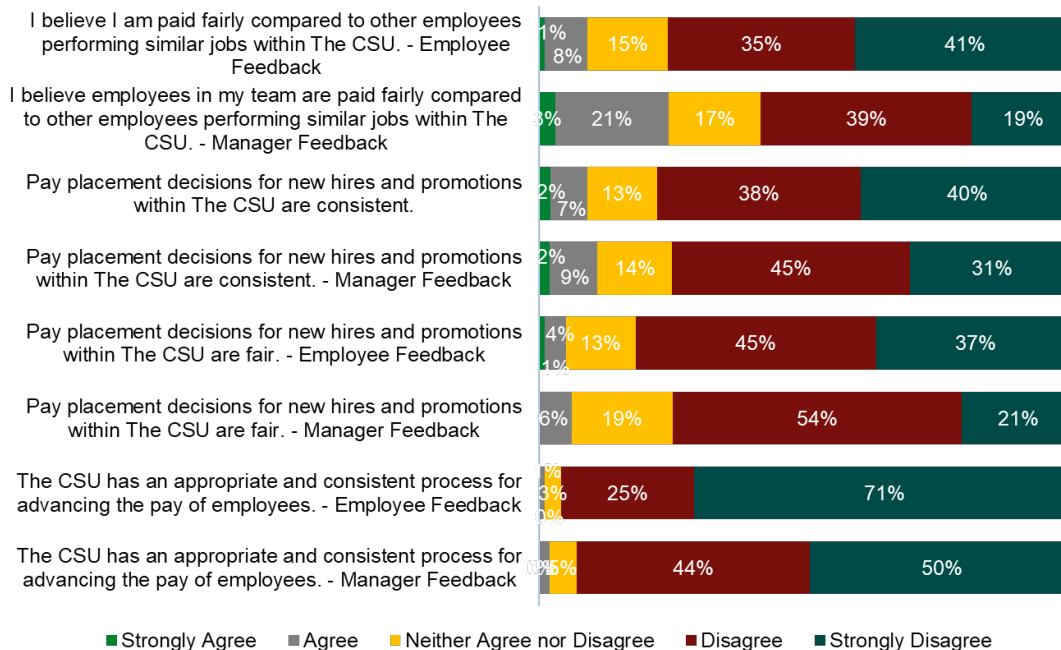
Employees overwhelmingly voiced a belief that pay decisions are not internally fair or consistent. Seventy-eight percent of employees stated that pay placement decisions are not consistent. Ninety-six percent of employees stated that they do not believe that the CSU has an appropriate and consistent process for advancing the pay of employees. Employees stated that increases are few and far between. Some could not recall the last time they received an increase. Managers stated that increases are inadequate, infrequent, unpredictable, and often have no relationship to merit.

Figure 11: Predictable and Consistent Pay – Employee and Manager Feedback

What isn't working well when it comes to how pay increases occur?

Top-rated Employee Comments	% Agreement	Top-rated Manager Comments	% Agreement
The increases are far and between. I can't recall the last time I received a general increase.	83%	They are too small or non-existent and do not take into account the local area job market. Step increases for all of us would be amazing, both represented and MPP's.	74%
They don't occur. The Union helps get us pay increases, otherwise we'd be out of luck. Without their help, I'm sure we'd be making the bare minimum.	81%	They most often aren't based on performance, but collective bargaining. Take too long to be implemented, the percentage increase is very small and often barely worth the time and effort to get it.	74%
Everything. IRP's don't work, moving around to different jobs makes for a less efficient work place, and taking on more responsibility does not necessarily mean more pay just more work.	81%	They aren't happening, which means pay is falling far behind as time progresses. The team is less well compensated over time, and we are losing staff and having difficulty hiring staff because we aren't competitive.	74%
They NEVER Occur. Why don't you get it! Never get pay increases! Repeat!	81%	Not based on performance, inconsistent, when they do occur they are too small to be meaningful.	74%
Pay increases only seem to happen in tiny percentages when negotiated by the union. So, EVERYTHING is not working well.	81%	They're inadequate, infrequent, unpredictable, and often have no relation to merit.	74%
Do they occur? There isn't much said and I don't see much about pay increases and that is an issue.	81%	They aren't happening at all in the CSU for most folks. That's the biggest problem. We can argue over the methods later.	74%
Burden is on staff to prove they deserve an increase. Even when MPPs and higher ups approve, budget often cited as rationale for declining increase. CBA increases are inconsistent and not large enough to compensate for inflation.	80%		

Compensation - Equity



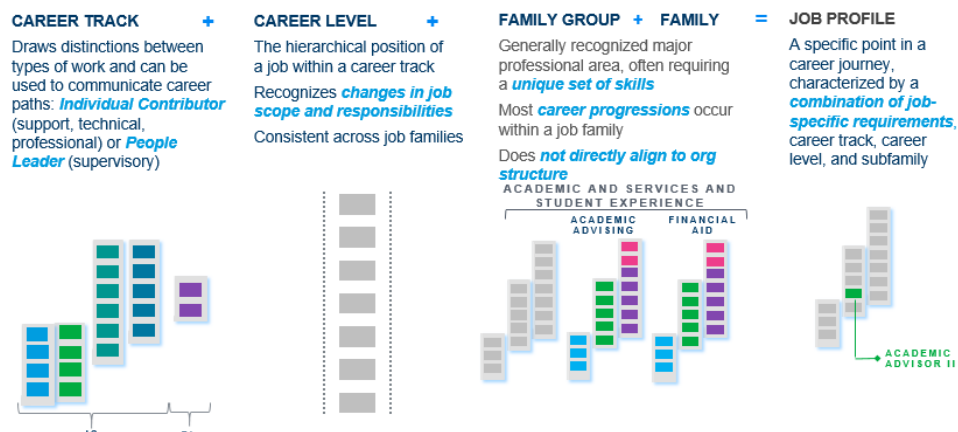
4. Job Framework

A key component of the study was to review CSU's job classification system which includes job classification descriptions, career tracks, job families, job levels, and policies and procedures regarding placement of roles into a job classification. The objective of the job architecture portion of this project was to increase the accuracy of the market pricing and salary inversion results as well as prepare for solutions to address employee concerns regarding the match between their current classification and the actual duties performed and skills required.

A Job Framework promotes:

- Fairness by ensuring that classifications and pay parameters are aligned with job duties as well as required skills and competencies.
- Employee confidence that CSU is monitoring internal equity and external competitiveness appropriately.
- Clearly defined career advancement opportunities and clarity regarding the type of responsibilities associated with CSU's levels.
- Equitable and competitive compensation decisions.
- Appropriate and efficient staffing criteria and decisions.

Figure 12: Job Architecture Overview – Key Components of a Job Architecture



During the study, Mercer conducted a thorough review of employee records to understand how jobs are classified at CSU. Mercer reviewed records of approximately 30,000 represented staff employees focusing on the following fields: bargaining unit, classification title, working title, and department.

Through this analysis Mercer identified significant gaps to best practice within higher education and general industry around the classification of jobs. The current job classifications did not cover all job functions and career levels were inconsistent across job groupings and bargaining units.

- **Current job family groupings:** the CSU currently has 117 job families. Some job families consist of only one classification. The purpose of grouping jobs into job families is to provide clarity for employees about potential future career opportunities and provide consistent pay practices (e.g. market pricing practices). As such, typical job families will have multiple levels and span career streams (e.g. professional, support).

Additionally, the CSU has job families that are narrow and include one discipline which limits the ability for employees to easily see future growth opportunities.

Further, the CSU has a number of classifications that are broad and include multiple distinct disciplines. An example is the administrative analyst/specialist classification series, which includes the following distinct disciplines:

- Compliance and risk management
- Environmental health and safety
- Facilities planning
- Event and conference management
- Guest services and sales
- Advancement services
- Alumni relations
- Grant and contract administration

The variety of disciplines in this classification limits the ability to determine an appropriate pay range based on market data. Broad classifications also result in significant discrepancies between the work performed and the job classification description associated selection and performance criteria.

Current market best practice is to organize jobs into job family groups and associated job families to provide a consistent framework for defining jobs consistently across the system. In higher education institutions, jobs are typically organized into 15 – 20 job family groups, which are further delineated into job families (typically four to seven per job family). The preliminary recommendations organized jobs at the CSU into 21 job family groups and 98 job families (see figure 28). These groupings were used in the benchmarking and market analysis. CSU will continue to refine and define the final job family groups and job families during the implementation phase.

- **Career streams and levels:** Currently, the CSU has clearly defined levels within most classification series but does not have an institution-wide leveling structure. An institution-wide leveling structure would provide a solid foundation for consistent and transparent career pathing and talent mobility.

A foundational element to the job architecture is to organize jobs into career streams (e.g., operational/support, professional, managerial, executive) and levels based on impact and scope of responsibility. Higher education institutions typically identify three to four para-professional levels and three to five institution-wide professional levels. However, not all job series require positions at every level. For the CSU jobs in scope, Mercer utilized levels for only two career streams (operational/support and professional).

These results supported the concerns in the stakeholder focus groups, where participants noted:

- Classifications are outdated and need to reflect differences in work performed at the CSU.
- Some classification series do not include all levels.
- Classification reviews need to occur more regularly.

5. Inversion/Compression Analysis

Mercer was requested to assess the degree and prevalence of salary compression and/or inversion at the CSU. Salary compression exists when there’s a minimal or no difference in pay between less and more experienced employees. Salary inversion occurs when starting salary for new employees or less experienced employees is higher than that of existing or more experienced employees.

To assess pay compression, Mercer prepared descriptive and statistical models to assess the relationship between tenure and pay. Mercer controlled for the following factors in multiple regression pay models: age (proxy for general experience), time in position, tenure (based on first hire date), campus, part-time/full-time, hourly/monthly, level, job family, pay plan.

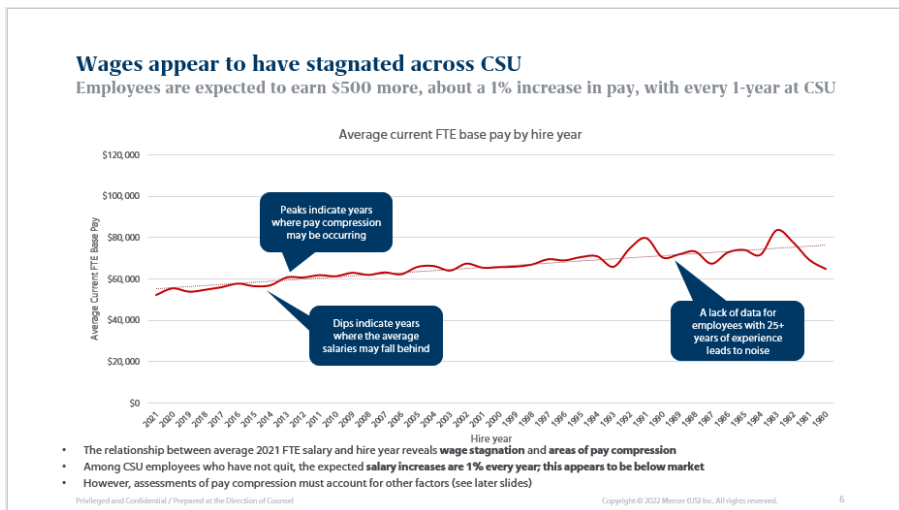
Mercer found that the key factors driving pay at CSU are: Job Family (37%), Level (37%), Role (17%), Tenure (6%), and Campus/Location (3%).

The pay compression gaps represent the average pay difference between an employee hired in a given year, compared to an employee hired in the prior year. Positive gaps indicate areas of pay compression: pay for new hires exceeds pay for more experienced employees, all things being equal. Negative gaps indicate areas where there is no pay compression: pay for new hires is less than pay for more experienced employees, all things being equal. Across all years the average difference in pay between an employee hired in a current year compared to the prior year is -0.5%. In other words, all things being equal, an employee hired in a given year is expected to earn .5% less than employee hired in the prior year.

An analysis of the CSU’s base salary compression and inversion issues (figure 13) indicated:

- Although there is not significant salary inversion, wage stagnation is present at the CSU for non-faculty represented staff (e.g., over time wages have only increased about one percent per year).

Figure 13: Wage Stagnation, Employees



Mercer determined that over the past 15 years, CSU staff salaries have not kept pace with general industry or with other higher education institutions. While higher educational institutions have typically lagged general industry, the CSU lagged *both* the general industry market and higher education institutions, resulting in

considerable wage stagnation over time. Multiple years without pay increases contributed to the current lack of market competitiveness with general industry as well as higher education.

Figure 14 below illustrates the compounded impact of lagging salaries on the CSU workforce over time. The example is of 3 employees, one who works in general industry, another works in higher education and the other works at the CSU. They all started working in 2006 and have the same skills and experience.

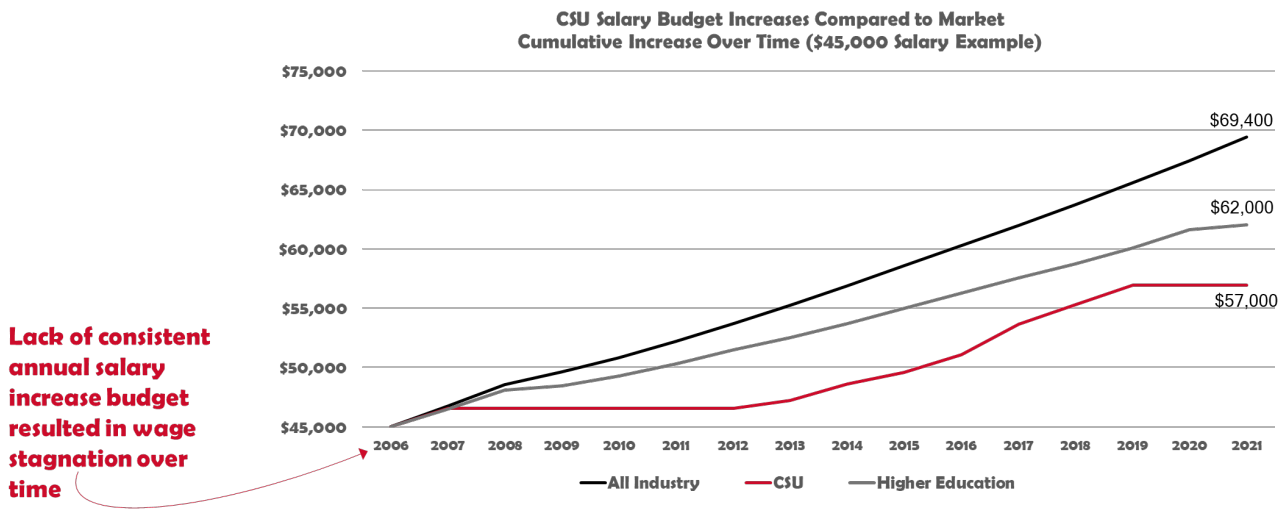
The blue line represents a worker in general industry and if they received the median increase every year, today they would be earning close to \$70,000.

The gray line represents a worker at your median higher education institution in the US. Had that worker received median increases for higher education instead of general industry, they would be earning \$62,000.

The CSU worker - represented by the red line, after being employed for 16 years, would be earning 22% less than their general industry colleague and 9% less than another in the higher education sector, bringing in an annual pay of \$57,000.

We found this was a systemic issue across the system that, if not addressed, will exacerbate the problems the CSU is currently facing regarding recruitment and retention.

Figure 14: Wage Stagnation, CSU Salary Budget ¹



These results were also expressed in the stakeholder focus groups, where participants noted:

- Employees indicated they were unable to live comfortably beyond basic needs, or live close to their workplace.
- Pay increases are unpredictable and infrequent — wages are not livable or competitive.
- Managers do not know when there will be pay increases.

¹ CSU’s historical base salary increase (merit and COLA) were compared to the median base salary increases found in the general industry and higher education, utilizing the following resources: WorldatWork Salary Budget Survey, CUPA Historical Salary Information, and Mercer US Compensation Planning survey.

6. Market Analysis

Mercer developed a benchmarking methodology to guide the market analysis and validated the approach with the CSU project team.

A well-planned benchmarking strategy addresses the following issues:

- (1) Where does the organization want to set its pay levels relative to the market?
- (2) Which labor markets should be used to analyze pay for specific job families?
- (3) Which jobs should be included in a set of benchmarks to help inform the design of the base pay structure?
- (4) Which surveys and scopes should be used to provide relevant and reliable data?

Compensation benchmarking is a process that identifies core internal jobs to match to market pay data found in salary surveys. A compensation benchmarking methodology stipulates how an organization defines the market. Key components of a good benchmarking methodology are consistency and accuracy. As such Mercer ensured survey sources and relevant labor markets included the type of companies which CSU competes for talent. Mercer also applied consistent rules when calculating the market comparison for each benchmark job. The consistent rules are detailed below in the description of the benchmarking process steps.

Benchmarking Process Steps:

(a) Determined benchmark jobs and relevant markets: The Mercer team worked with the project team to identify jobs to benchmark and the appropriate markets for each job family group. In determining the appropriate benchmark jobs, Mercer looked for jobs with a large number of incumbents and/or that had a definition and scope of work that is readily understood among several organizations and is found within salary surveys. It is also important to include jobs from different functions, within different career streams (professional vs support) and at different levels in order to ensure a good understanding of pay progressions to help inform the design of base pay structures. Job markets were evaluated relative to markets where CSU would look for and lose talent. Some jobs compete more broadly across all industries, and some are specific to higher education. Mercer strives to capture a benchmarking sample covering at least 50% of unique jobs representing the nature and levels of work. A total of 166 benchmark jobs were utilized in the study (see figure 15). The specific roles were selected as benchmarks to achieve several core objectives:

- Provide coverage across all job levels.
- Provide representation in all job family groups.
- Capture jobs which have sufficient data available that is consistently gathered and maintained and represent the relevant job markets with data that could provide an expected range of pay.
- Ensure high incumbent roles are captured.

Figure 15: Benchmark Jobs

BENCHMARK JOBS	
Academic Advisor III	Irrigation Specialist
Academic Coordinator II	Laboratory Assistant I
Academic Records Professional III	Laborer
Academic Technologist II	Lead Custodian
Academic Technologist IV	Lead Groundsworker
Accompanist II	Library Services Specialist II

Accountant II	Library Services Specialist III
Accountant IV	Library Services Specialist IV
Accounting Technician II	Licensed Vocation Nurse II
Accounts Payable/Receivable III	Light Automotive Equipment Operation
Accounts Payable Technician II	Livestock Technician II
Administrative Analyst/Specialist II	Marketing Professional II
Administrative Analyst/Specialist IV	Medical Assistant
Administrative Support Assistant II	Network Analyst II
Administrative Support Coordinator I	Network Analyst III
Administrative Support Coordinator II	Nurse Practitioner IV
Admissions Professional I	Operating Engineer
Advancement Professional II	Painter
Advancement Professional IV	Parking Officer II
Air Conditioning/Refrigeration Mechanic	Payroll Technician II
Alumni Relations Professional II	Performing Arts Technician I
Animal Health Technician	Performing Arts Technician III
Arts Tech Support III	Pharmacist II
Associate, Academic & Institutional Studies II	Pharmacy Technician
Athletic Administration Professional III	Phlebotomist/Clinical Laboratory Assistant
Athletic Equipment Attendant II	Physician Assistant
Athletic Trainer II	Physician - Primary Care
Automotive/Equipment Mechanic	Physician - Specialty Services
Broadcast Engineer III	Plumber
Building Services Engineer	Police Dispatch I
Business Analyst II	Police Officer
Business Analyst IV	Project Management Professional III
Buyer III	Property Clerk II
Career Professional II	Public Relations and Media Professional III
Career Professional IV	Radiologic Technologist II
Carpenter	Recruitment Professional II
Childcare Teaching Assistant	Registered Dietitian
Clinical Laboratory Scientist II	Registered Nurse II
Collections Representative II	Registration and Records Counselor II
Communication Professional II	Reprographics Specialist III
Community & Govt. Relations Professional III	Research Technician I
Compliance Professional II	Research Technician III
Cook II	Residential Life Professional II
Credential Analyst II	Risk Management Professional II
Custodian I	Security Officer II
Data Analytics Developer III	Senior Budget Analyst
Database Administrator II	Sergeant
Database Administrator IV	Shipping and Receiving Assistant I
Diversity Professional III	Software Developer II
Drafting Technician II	Software Developer IV
Electrician	Speech Pathologist
Equipment Systems Specialist	Sports Information Professional II
Equipment Technician II, Electro-Mechanical	Storekeeper I
Equipment Technician III, Electro-Mechanical	Student Accessibility Resource Professional III
Equipment Technician III, Specialized Equipment	Student Accessibility Resource Professional IV
Evaluator I	Student Health and Wellbeing Professional IV
Event and Conference Coordinator IV	Student Life Coordinator I
Event and Conference Planner II	Student Life Professional III
Executive Assistant	Student Life Professional IV
Extended Education Specialist II	Student Personnel Technician, Financial Aid
Facilities Maintenance Mechanic	Student Recreation Professional II
Facilities Project Supervisor	Student Services Professional I
Facilities Worker I	Student Services Professional II
Financial Aid Professional II	Student Success Professional II
Financial Aid Professional IV	Student Success Professional IV
Gardener	Supervising Electrician
Grants and Contracts Professional II	Supervising Locksmith
Graphic Designer II	Supervising Metal Worker
Groundswoker	Supervising Painter
Guest Services and Sales E II	Supervising Plumber
Head Athletic Trainer	Sustainability Professional II

Head Resident	Systems Administrator I
Health and Safety Professional III	Systems Administrator II
Health Educator	Systems Administrator IV
Health Information Technician	Technology Support Professional III
Heavy Equipment Operator/Bus Driver	Ticket Box Office Manager II
Housing Operations Professional II	Tree Trimmer I
HR Generalist II	Tree Trimmer II
HR Specialist II	User Experience Analyst II
Information Security Analyst III	Veterinarian II
Institutional Research Analyst II	Warehouse Worker
Interpreter II-IA	Web Developer II

(b) Reviewed the CSU salary sources: Mercer selected high-quality surveys sources that met the criteria below which is essential for appropriate market pricing:

- Survey age – Surveys which are published more than 2 yrs. prior to use may not reflect current market trends or jobs. Note: due to anti-trust regulations, all data must be at least 3 months old prior to release.
- Survey job description – Surveys that offer job descriptions utilizing consistency terminology when defining levels of work and functions. Survey job descriptions provide information regarding the general duties, the experience/background and the level of the job. This is vital to ensure proper matching to the CSU jobs.
- Data relevance – The best data is collected using percentiles with standard numbers of participant organizations and incumbents to reflect the expected range of pay for a job.
- Survey statistic repeatability over time – data sources utilized must be regularly collected and published to enable the CSU to update market data and track changes over time.

Compensation data was collected and analyzed to develop an understanding of the amount of compensation paid for benchmark jobs. Survey sources and scopes are included below:

Higher Education	General Industry	Healthcare
Western Management Group - Educomp All Four-Year Public * California - All Institutions	Mercer Benchmark All Data *West Coast *Not-For-Profit	Mercer - Healthcare Individual Contributors All Data *West Coast
College and University Professional Association (CUPA) - Staff (1) Staff FTE-4th Quartile (>930) Public Institutions (2) All Bachelor, Master, and Doctoral Public Institutions	WTW General Industry Noncorporate	WTW Health Care Middle Management, Professional and Support Noncorporate
CompData Colleges and Universities National Data	CompData Benchmark Pro National Data *National Data -Nonprofit	CompData Health Care National Data
*Community College Survey	Western Management Group CompBase All Data *California - All Institutions	ECG Management Consultants National Physicians - Clinic *State of California

* Reflects data scopes gathered but not included in the Benchmark Composite. Utilized for reference only.
(1) & (2) Reflects order of priority. Scope two is only utilized in cases of limited data.

Survey and Scopes Utilized for select positions with limited data:	Government of California-Cities Utilized for Police
	Economic Research Institute All Industries *California State

(c) Matched jobs: Mercer then matched the CSU benchmark jobs to each survey job based on content. Job titles differ even among higher education institutions, so the process of matching requires each job to be evaluated for content relative to the responsibilities, experience and levels in the market. Best practice is to have multiple survey reference points where possible to ensure the strongest data comparability.

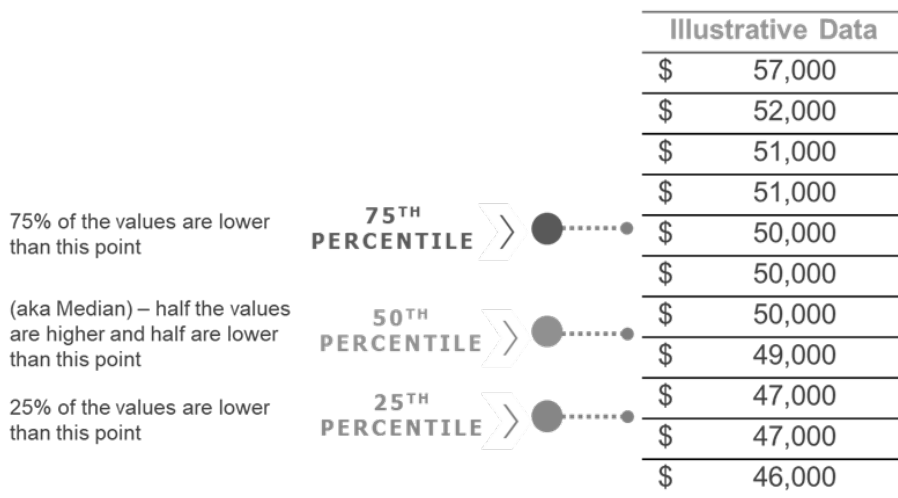
(d) Chose segments and scopes: Mercer then ensured data selected from each of the surveys matched the targeted markets for each job family group. Mercer validated with the project team the appropriate markets for each job family group. Data was gathered for the following scopes: higher education, general industry, public sector, and California or west coast location.

(e) Data weighting to develop a composite value: Each of the survey sources were provided a “weight” with the total composite in the market data to equal 100%. For most non-academic focused roles, market pricing composites applied consistent weighting of 50 percent from the higher education data sources and 50 percent from the general industry data sources. These two scopes provided the consistent, reliable data needed to conduct the study. The public sector and California or west coast location scopes were used for reference and audit purposes.

(f) Gathered compensation statistics: Mercer collected multiple data percentiles (25th, 50th, and 75th) for base salary and total compensation (base salary plus cash bonus/incentive). It is important to look at the typical range of pay (25th to 75th) in addition to the median.

Even though the CSU has limited incentives/bonuses, total cash compensation was collected to provide a market reference.

Figure 16: Compensation Statistics



(g) Adjusted survey data: Data was adjusted for some jobs to account for difference in responsibilities, level, unique competencies required, between CSU’s job and the survey match description. The standard adjustments are as follows:

Figure 17: Standard Adjustments

Reason for Adjustment	Example	Adjustment Type
CSU Job is Lower Level	Survey job is manager, CSU job is team member	Discount (-)
CSU Job is Higher Level	Survey job is team member, CSU job is manager	Premium (+)
CSU Job has More Responsibility	CSU job has additional responsibilities that account for over 15% of time	Premium (+)
CSU Job has Less Responsibility	Survey job has additional responsibilities that account for over 15% of time	Discount (-)

(h) Aged compensation data: Survey data is collected and published at different dates. All data from various survey sources was aged to a common point in time. All market data was aged to January 1, 2023, utilizing a 3.5 percent projected increase in salary movement for 2022.

(i) Developed a market composite: Combined the data from multiple survey sources into a single, blended number based on the relevance of each data source. Each benchmark job was presented to the CSU team and reviewed in detail. See Appendix B for the match details for the benchmark jobs. Below is an illustration of how to read the benchmark details.

Figure 18: Reading benchmark details

Job Title: Academic Advisor II
 Benchmarking Methodology: 100% Higher Education

Survey Report Title	Survey Job Title	Survey Data Cut	Data Weighting	Market Base Salary 25th	Market Base Salary 50th	Market Base Salary 75th	Data Adjustment	Match Comments
COMPD-CU-JAN21	Academic Advisor	California	0	\$48,080	\$60,800	\$66,402	1.1	+10% for level
COMPD-CU-JAN21	Academic Advisor	National Data	0.5	\$49,247	\$53,565	\$62,551	1.1	+10% for level
WMG-EDU-CSULAX-MVS21	ACADEMIC ADVISING ASSOCIATE 2	All 4 Year Public	0.5	\$48,101	\$52,376	\$56,652	1	
WMG-EDU-CSULAX-MVS21	ACADEMIC ADVISING ASSOCIATE 2	California - All Institutions	0	\$55,207	\$56,810	\$60,171	1	
				\$48,674	\$52,970	\$59,601		
				\$55,099	\$59,962	\$67,468		

1 Survey match detail:

- Match title
- Survey name
- Survey scope (data cut)

2 Adjustments applied to account for difference in targeted size and/or job (e.g. level, responsibility, experience)

3 Weight applied to each survey job. Used to calculate overall composite. Typical approach is a 50/50 weighting between higher education and general industry.

(j) Analyzed market results (adjusted for cost of labor): Mercer compared employee salaries to the 25th, 50th, and 75th percentile of the market. For an accurate comparison, Mercer developed localized market composites and adjusted the national market data to reflect the cost of salaries in five regions within the State of California. We chose five regions based on our research which found that CSU campuses clustered based on the cost of labor into five groupings. It is most effective to group campuses into regions and apply typical cost of labor for a region rather than solve for an exact number at each campus. Most organizations will utilize groupings with differences of 5 or 10 percent as this mitigates cost of labor fluctuations from year to year. It is important to note that the cost of labor is what a given location offers as far as PAY. It is a calculated metric of a location relative to the national standard. Mercer utilized Economic Research Institute data (Spring, 2022). The term cost of labor is different from cost of living. From a compensation program perspective, it is important to use the cost of labor, not the cost of living, when you think about pay. While the current concern for most is the cost of living, they are

thinking about their own personal buying power. That is what a person has to pay to purchase goods and services. The cost of labor includes the supply and demand of labor as part of the valuation.

Mercer applied the cost of labor differences in five regions and evaluated the gap between employee pay and the localized external market.

Figure 19: Five Regions

A	B	C	D	E
Bakersfield	Channel Islands	Dominguez Hills	Northridge	San Francisco
Chico	Sacramento	Fullerton	Pomona	San Jose
Fresno	San Bernardino	Long Beach	San Diego	
Humboldt	San Luis Obispo	Los Angeles	San Marcos	
Stanislaus		Maritime	Sonoma	
		Monterey		

Once the benchmarking process was complete Mercer completed a gap analysis by job family, career stream, and level. The purpose of a gap analysis is to identify where the gaps are between CSU pay levels and the marketplace so that the CSU can correct those gaps. If an organization pays too little, recruiting, retention, morale, engagement, productivity and eventually institution effectiveness can be impacted. If an organization pays too much then funds may not be utilized appropriately. It is important to develop an understanding of what organizations are currently paying for specific types of talent in order to enable effective cost governance.

Gap Analysis by Job Family: Mercer completed a gap analysis by comparing associated staff salaries to the localized market data results at the 25th, 50th, and 75th percentile. Salaries in most job families are aligned to the 25th percentile as can be seen by the gray highlights which note that average employee pay is within 10% of the market. Some job families are showing alignment to the median (50th percentile of the market). A range of 10% around the market median is considered competitive for incumbents who demonstrate a range of knowledge, skills, experience, and performance necessary to handle all job responsibilities. In reviewing the results, it is important to consider the makeup of the workforce when reviewing this data. If CSU has mainly seasoned and highly experienced employees within a job family, you would expect the pay to be above the market median. Overall, the CSU's average pay was found to be 12 percent below the market median when compared to benchmark roles/jobs. Some job families were more than 20 percent below market median.

Figure 20: Market Gap Analysis Legend

Deviation	
	> 20%
	10% to 20%
	-10% to 10%
	-20% to -10%
	< -20%

Figure 21: Gap Analysis by Job Family

Job Family Group	# Jobs	Average Gap to Market		
		25th	Market 50th	75th
Academic Services and Student Experience	110	-2%	-13%	-24%
Analysis, Planning, and Administrative Services	46	1%	-15%	-27%
Arts	16	3%	-13%	-23%
Athletics and Sports	15	6%	-9%	-23%
Communications, Marketing, and Public Affairs	26	-9%	-20%	-31%
Compliance, Risk Management, and Safety	10	-17%	-28%	-36%
Facilities and Grounds	45	14%	0%	-13%
Facilities Design and Planning	17	-3%	-15%	-27%
Finance	34	-5%	-17%	-26%
Healthcare	54	7%	-6%	-18%
Hospitality, Events, Guest Services, and Sales	16	-6%	-21%	-32%
Human Resources	13	-4%	-15%	-25%
Inclusivity and Equity	6	21%	9%	-3%
Information Technology	64	3%	-9%	-21%
Institutional Advancement	15	0%	-13%	-26%
Libraries and Museums	15	5%	-8%	-18%
Physicians	11	-10%	-23%	-31%
Police	10	25%	-4%	-9%
Police and Public Safety Services	13	12%	-5%	-22%
Research	17	-8%	-19%	-28%
Skilled Trades and Specialized Crafts	90	15%	-1%	-16%
Supply and Logistics	14	3%	-7%	-17%
Total	657	1%	-12%	-24%

Gap Analysis by Job Level: While all levels show a gap to the median of the market of at least 4%, the largest gaps to the median are within the professional job series. Some levels (Professional 1 and 5) are more than 20% below the market median. Professional level 5 contains a limited number of benchmark roles within the healthcare profession. Professional level 1 benchmark jobs include disciplines such as: IT, Student Services, Healthcare, and Research. Overall, the CSU's average pay was found to be 12 percent below the market median when compared to benchmark roles/jobs.

Figure 20: Market Gap Analysis Legend

Deviation	
	> 20%
	10% to 20%
	-10% to 10%
	-20% to -10%
	< -20%

Figure 22: Gap Analysis by Job Level

Job Level	# Jobs	Average Gap to Market		
		25th	Market 50th	75th
Professional Level 5	4	-7%	-21%	-29%
Professional Level 4	53	0%	-12%	-25%
Professional Level 3	88	-1%	-13%	-26%
Professional Level 2	188	-1%	-14%	-25%
Professional Level 1	20	-12%	-21%	-30%
Support Level 5	37	16%	-4%	-16%
Support Level 4	60	4%	-9%	-21%
Support Level 3	121	9%	-5%	-18%
Support Level 2	52	10%	-4%	-17%
Support Level 1	34	8%	-5%	-17%
Total	657	1%	-12%	-24%

These results confirm the information gathered in the stakeholder focus groups, where participants noted:

- CSU pay for non-faculty represented staff is significantly below peers at other organizations.
- Managers are concerned about the ability to attract and retain critical talent given current wages.

7. Salary Structure Development

The key to effective management of employee pay is to design effective guard rails and guidelines to govern pay. The majority of organizations utilize salary structures to provide salary parameters, guidelines, and processes. Well-designed salary structures align pay to the targeted market position, provide a framework for pay decisions, make sure pay decisions are consistent/equitable, keep pay programs cost-effective and link career paths and pay opportunities.

Mercer designed two salary structure models: (1) Traditional Range Salary Structure; and (2) Step-Rate Salary Structure. Both structures were based on the job family groups, career streams and levels developed during the job framework design and the external market-driven pay rates determined in the market analysis phase and included the establishment of:

- Bargaining Unit and/or Job Family Group specific pay grades and ranges;
- Salary minimum, midpoint, and maximum for each pay grade;
- Salary midpoints typically aligned with the external market pay *rates* at the median;
- Adjustments for minimum wage compliance across CSU's pay plans; and
- Five localized versions per structure to accommodate for location-driven wage differences across the State of California.

Both salary structure models were based on, and support, the job framework created by Mercer, which includes additional job family groupings that are not currently in the CSU classifications.

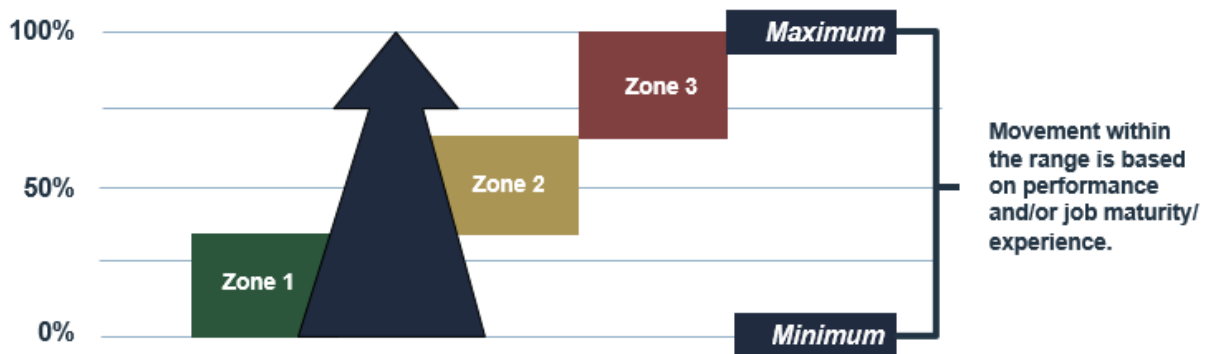
Traditional Range Salary Structure

Mercer presented a traditional range salary structure that included:

- Typical range spreads of 50 percent to 60 percent (a range spread is the difference between the minimum and maximum of a salary range), with freedom to administer employees' actual salaries within the allowed range based on performance, knowledge/skills, and experience;
- Typical midpoint progressions between grades of 8 to 15 percent (midpoint progression is the percent difference between the midpoint in a range and the midpoint of the range one level higher) aligned with market data progressions within each job series; and
- Initial placement of employees in the range was guided by time in the position.

Figure 23: Salary Structure Fundamentals – Traditional Salary Structures: Movement Through the Range

Position of individual pay within range is a function of experience and sustained performance over time.



- Target pay in the lower third of the range (**Zone 1**) for **employees learning and developing** in their job
- Target pay in the middle third of the range (**Zone 2**) for **meeting position expectations** over sustained periods of time
- Target pay in the upper third of the range (**Zone 3**) for **exceptional performance** over sustained periods of time.

Pros/Cons:

- This structure allows movement within a grade to recognize employee performance in the job and development of knowledge/skills/competencies.
- Also, this structure provides flexibility to accommodate pay placement of unique roles' job classifications.
- However, this structure introduces the risk of inconsistent application and inequities due to decentralized pay administration and control.

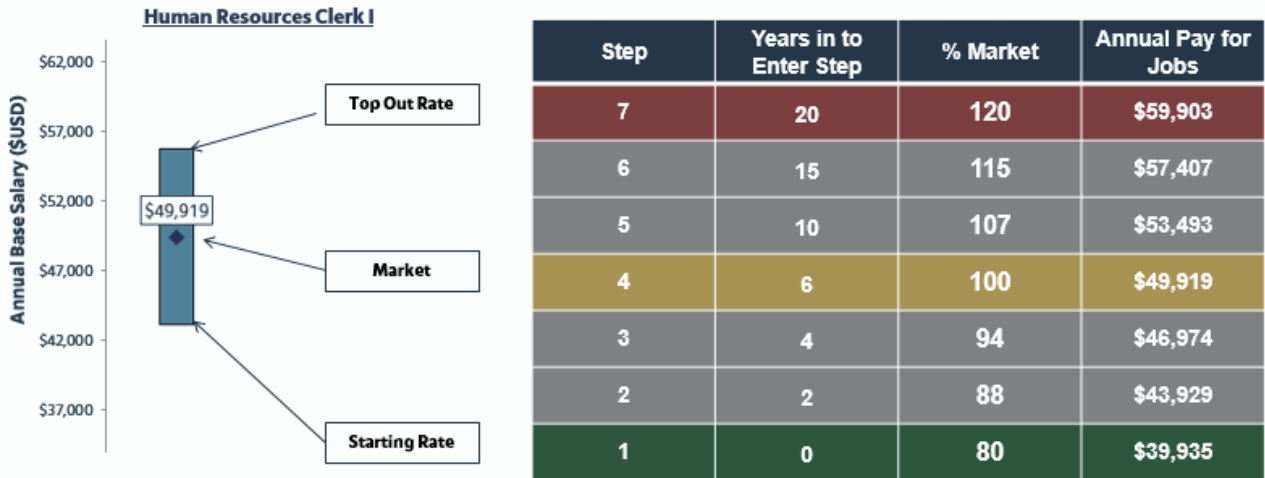
Step-Rate Salary Structure

Mercer presented a step-rate salary structure that included:

- Typical range spreads of 40 percent;
- Typical midpoint progressions between grades of 8 to 15 percent aligned with market data progressions within each job series;
- Placement in the range based on time in the position (defined rates of pay for each grade based on time in the job); and
- Progression through the range when a time in job step is achieved by the employee or the pay structure itself is updated

Figure 24: Salary Structure Fundamentals – Step Design Structure: Sample Job

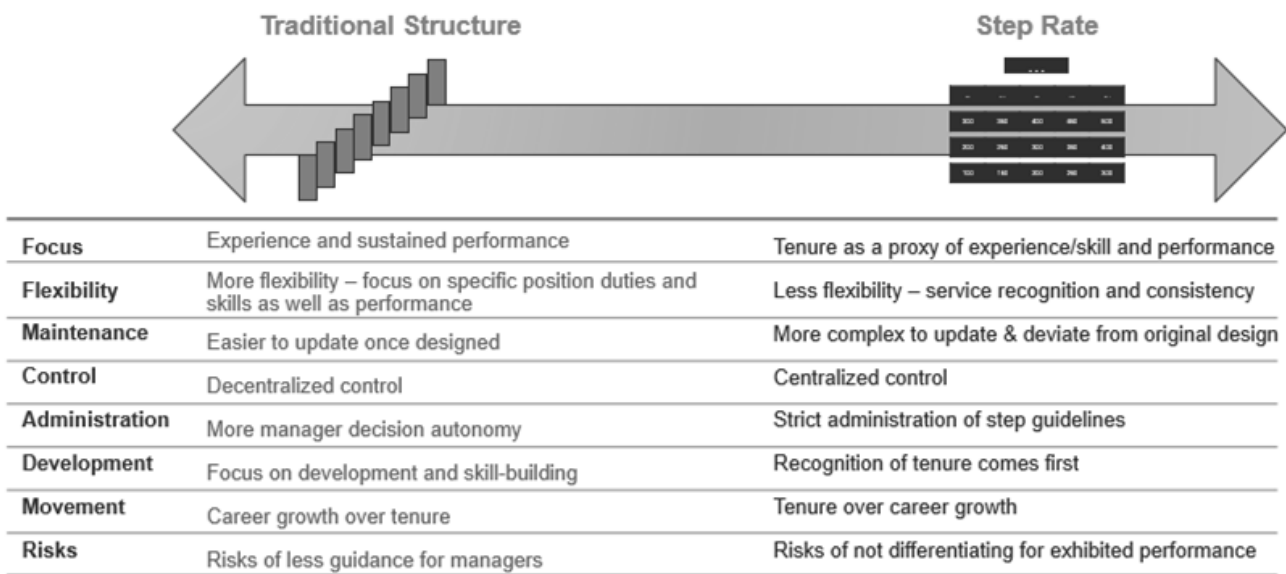
- The **market rate** is where we expect **fully proficient capability and pay**, aligned to the benchmark value for each job or level.



Pros/Cons:

- This structure model provides clear policies and guidance to advance pay.
- Also, the step-rate mechanism ensures movement of employees to market rates within five years.
- Further, this structure aligns with competitive practice in the State of California public sector.
- However, it also provides less flexibility to recognize performance and development of knowledge/skills/competencies.

Figure 25: Salary Structure Design – Traditional Structures vs. Step Rate



Mercer walked through the advantages, disadvantages, and costing models for each alternative with the Core Project Team as there is not only one right answer between the two alternatives.

The decision calls for consideration of multiple factors such as the competitive market, adherence to current and future equity laws, the amount of resources and expertise available to manage the traditional step structure, as well as, potential reduction in the opportunity to differentiate pay based on factors not related to experience and satisfactory performance in the step structure.

8. Recommendations

Updated Classification System

Mercer recommends implementation of an updated job framework building upon the analysis that Mercer completed of the CSU’s classification system. Implementation would involve engagement of managers and staff.

Career Stream Level Guides

Mercer recommends system-wide level guides that tie to market data which can be furthered refined to meet specific promotional characteristics specific to job families.

Below Mercer has provided examples of system-wide career stream leveling guide that are aligned with market data and provide guidance regarding appropriate leveling of jobs.

Figure 26: Professional Career Stream Level Guide

Level	Organizational Impact	Innovation & Complexity	Communication & Influence	Knowledge & Experience	Leadership & Talent Management
P4	Works to achieve operational targets with major impact on departmental results. May manage large projects, processes, or programs that span outside of immediate job area. Work is performed with limited oversight.	Problems faced are numerous and undefined, and require detailed information gathering, analysis and investigation. Exercises significant judgement in selecting method, techniques, and evaluation criteria.	Exerts significant influence to determine decisions at an operational and strategic level regarding policies, procedures and practices.	Requires deep knowledge of principles, practices and theories in professional discipline. May have broad knowledge of project management. Typically requires a relevant Bachelor’s Degree, Master’s preferred, with 7 years related experience or equivalent combination of relevant education and experience.	Typically provides guidance, coaching and training to other employees within job area. Manages complex projects involving delegation of work and review of other’s work.
P3	Works to achieve operational targets with significant impact on departmental results. May be responsible for entire projects or processes within job area. Works independently under limited supervision	Problems faced are difficult, and require understanding of broader set of issues. Problems typically involve consideration of multiple issues, job areas, or specialties.	Influences opinions at an operational level regarding policies, practices and procedures.	Requires advanced knowledge of principles, practices and theories in professional discipline. May have practical project management. Typically requires a relevant Bachelor’s Degree with 5 years related experience or equivalent combination of relevant education and experience.	May be responsible for providing guidance, coaching and training to others. May manage projects requiring review of others’ work.
P2	Works to achieve operational targets within job area with direct impact on department results. Works on moderately complex assignments with some supervision.	Work consists of diverse activities requiring analysis of facts and alignment with established principles and practices within a field or specialty. Decisions address non-routine situations of limited complexity.	Communicates on matters that involve obtaining or providing information requiring explanation or interpretation.	Requires practical knowledge of principles, practices and theories in a professional discipline. Typically requires a relevant Bachelor’s Degree with 2-3 years related experience or equivalent combination of relevant education and experience.	May provide guidance and assistance to entry level professionals and/or para-professional.
P1	Works to achieve operational targets within job area. Work is of limited scope, typically on smaller, less complex projects or narrowly defined role. Work is supervised.	Identifies, defines and addresses problems through analysis of the issues and basic understanding of principles within discipline. Problems are typically not complex.	Communicates on matters that involve obtaining or providing information requiring some explanation or interpretation in order to understand and reach agreement.	Requires theoretical job knowledge typically obtained through advanced education. Typically requires a relevant Bachelor’s Degree with 0-2 years related experience or equivalent combination of relevant education and experience.	May guide the work of volunteers and/or student workers.

Figure 27: Support Career Stream Level Guide

Level	Organizational Impact	Innovation & Complexity	Communication & Influence	Knowledge & Experience	Leadership & Talent Management
S4	Works to achieve operational targets within job area which have significant impact on the overall achievement of results for the department. Operational targets are generally achieved through leading other team members within the job area. Works independently under limited supervision.	Work consists of activities that are frequently complex and challenging. Expected to utilize broad understanding, independent research and ability to draw from extensive experience to solve problems.	Communicates on matters that involve obtaining or providing information on matters of significant importance to the job area. Influence and persuasion may be required to achieve the desired outcome.	Requires advanced knowledge within a specific discipline typically gained through extensive work experience and/or education. Typically requires HS Diploma or GED with 7 years of directly relevant experience or equivalent combination of education and experience.	May act as a team lead. Typically responsible for training, delegating, and reviewing the work of lower level employees.
S3	Sets objectives for own work to achieve work unit goals. Decisions often have direct impact on the work flow, timing and quality of outcomes of a unit. Work consists of tasks that are typically not routine. Works independently under limited supervision.	Responsible for making adjustments or recommended enhancements in systems and processes to solve problems or improve effectiveness of job area. Expected to independently resolve more complex transactional problems through drawing from prior experiences and analysis of the issue.	Communicates on matters that involve obtaining or providing information on matters of importance to the job area. Explains practices, procedures and policies in order to achieve the desired outcome.	Requires broad knowledge of operational systems and practices typically gained through extensive experience and/or education. Typically HS Diploma or GED with 5 years relevant experience or equivalent combination of education and experience.	Responsible for providing guidance, coaching and training to other employees within job area.
S2	Works to deliver on regularly scheduled duties and some unique or self-determined goals. Work consists of tasks that are typically routine, with some deviation from standard practice. Works under moderate supervision with limited oversight for daily tasks.	Work consists of activities that are typically well defined. Provides resolution to problems that requires some judgment within defined practices/procedures to determine appropriate action.	Communicates on matters that involve obtaining or providing information requiring some explanation or interpretation.	Requires basic job knowledge of systems and procedures obtained through prior work experience or education. Typically HS Diploma or GED and 3 years relevant experience or equivalent combination of education and experience.	May provide guidance and assistance to new or entry level employees.
S1	Executes day-to-day activities as directed by supervisor, or by specific procedures and schedules. Problems encountered are routine and often solved by following directions and procedures	Provides resolution to problems that have clearly defined solutions aligned to a set of prescribed practices, processes, procedures, and routines.	Communicates on matters that involve obtaining or providing information requiring limited explanation or interpretation.	Requires limited job knowledge of systems and procedures. Follows basic work routines and standards. Typically HS Diploma or GED with 0-2 years of relevant experience or equivalent combination of education and experience.	May guide work of volunteers and/or student workers.

Job Family Groups and Job Families

Mercer recommends grouping jobs and job classifications into job family groups and job families in order to provide greater market alignment, aide in salary structure design, and provide greater clarity regarding career advancement opportunities.

Depicted below is the initial recommendation to update CSU's job family groupings. Changes include adding additional job families and associated classifications (e.g. compliance, risk management, emergency preparedness, health and safety, facilities planning and management, sustainability, project management and quality, arts program management, club and recreation sports administration, events and conference management, grant and contract administration, advancement services, alumni relations, community relations, diversity and equity, refined student services disciplines) and reorganizing some job families (e.g. information technology). Mercer recommends a detailed review be completed that would involve local human resources staff, management, and staff.

Figure 28 Sample Proposed Job Framework

Academic Services and Student Experience	Analysis, Planning, and Administrative Services	Arts	Athletics and Sports	Communications, Marketing and PR
Academic Advising	Academic and Institutional Studies	Arts Program Mgmt.	Athletic Administration	Broadcast Communications
Academic Registration and Records	Academic Coordination and Records	Arts Technical Support	Athletics and Sports Training	Communications
Admissions and Recruitment	Administrative Services	Musicians	Athletics Equipment	Marketing
Career Services	Institutional Research	Performing Arts Production	Club and Rec Sports Administration	Multimedia
Extended Education	Planning, Analysis, and Reporting			Printing and Production
Financial Aid	Project Mgmt. and Quality			Public Relations and Media
International Programs				Sports Information
Recreation				
Residential Life				
Student Accessibility and Diversity				
Student Health and Wellbeing				
Student Life and Program Mgmt.				
Student Services Generalist				
Student Success				

Compliance, Risk Management, & Safety	Crafts, Maintenance & Stationary Engineers	Facilities and Grounds	Facilities Design and Planning	Finance	Healthcare
Compliance	Crafts, Maintenance and Stationary Engineers	Custodial Services	Agriculture and Grounds Technicians	Accounting, Financial Operations and Reporting	Animal Healthcare
Emergency Preparedness		Food Preparation	Drafting and Eng. Services	Accounts Payable / Receivable	Clinical Lab Services
Health and Safety		Grounds Operations and Labor	Equipment Design and Maintenance	Budget and Financial Analysis	Clinical Services
Risk Management			Facilities Planning and Management	Collections	Healthcare Administration
			Facilities Project Management	Procurement	Healthcare Education
			Sustainability		Healthcare Specialists
					Pharmacy
					Physician Assistant and Nursing
					Physicians
Hospitality, Events, Guest Services, and Sales	Human Resources	Inclusivity and Equity	Information Technology	Institutional Advancement	
Events and Conference Management	Human Resources Generalist	Accessibility Resources	Accessible Technology	Advancement Services	
Guest Services and Sales	Human Resources Specialist	Diversity and Equity	Business Systems and Project Analysis	Alumni Relations	
Housing and Hospitality	Payroll		Data Analytics	Community and Government Relations	
			Information and Instructional Technology		
			Information Security and Compliance		
			Network and Digital Communications		
			Software Development		
			System Development and Operations		
			Technology Strategy		
			Technology Support		
			User Experience		
Instructional Services	Libraries and Museums	Physicians	Police	Police and Public Safety Services	
Academic Student Employees	Archivists and Curators	Primary Care	Police	Parking and Traffic Operations	
Instruction	Galleries and Museums	Specialty Care		Police Services	
Instructional Support	Library Services	Veterinarian		Public Safety Services	
Research	Skilled Trades and Specialized Crafts	Supply and Logistics			
Grant and Contract Administration	Automotive and Equipment Mechanics	Inventory Management			
Research and Data Analysis	Building Services	Mail and Property Distribution			
Research and Laboratory Support	Carpenters	Stores			
	Electricians				
	Facilities Skilled Trades				
	HVAC				
	Locksmiths				
	Masons				
	Metal Workers				
	Painters				
	Plant Operations				
	Plumbers				

Market Alignment

Mercer recommends CSU continue to apply consistent benchmarking methodology as used in this study and annually audit market pay movement to ensure alignment to the appropriate comparison markets.

Mercer also recommends:

- Targeting the midpoint of the pay range to the median of the market (exceptions for structures adjusted to comply with minimum wage laws). This would mean that employees at the midpoint of the range would be compensated at the median wage in the market. Mercer considers the median a competitive wage and the CSU employees with five years' experience would be paid a market competitive wage.
- Localize pay ranges based on cost of salaries. This would allow pay to reflect local differences in the cost of labor in the campuses across the state.
- Regularly update pay ranges to align with market data. The pay ranges for each structure need to be updated to reflect overall market changes. Also, market reviews should be conducted for any jobs which are struggling in retention and recruitment, and the CSU should target market reviews of 1/5th of jobs each year. Without regular updates, the structures can quickly become misaligned to the market.
- Conduct regular in-depth market reviews by job family every five years. Pay practices usually do not change every year, however the job framework may need to be refreshed to accommodate new work being done at the CSU. The cost of labor groupings may need to be revised. The need to evaluate the structure holistically will further ensure alignment.

Step Structure

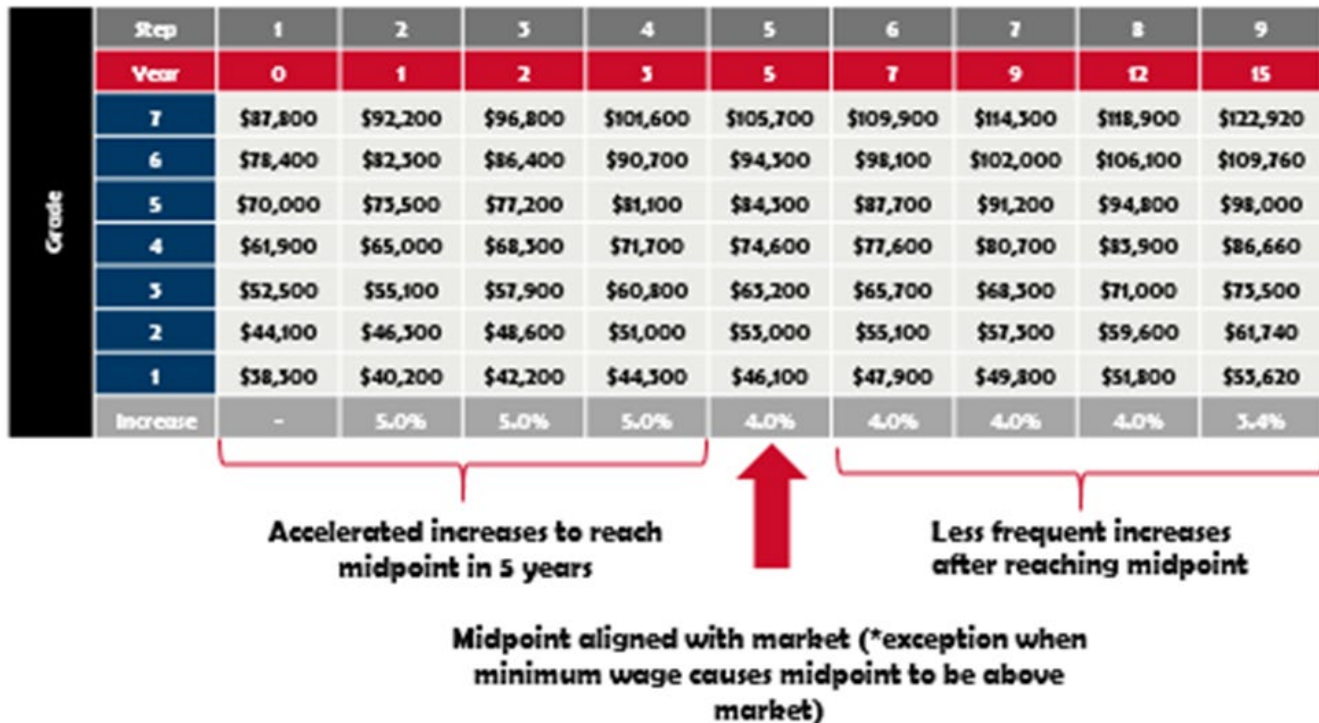
Mercer, when balancing the needs of the system, recommends implementation of 15 step-rate salary structures reflecting the market pay and pay progression of functional job categories. Our recommendation was the result of carefully considering the following factors:

- Equitable and consistent pay decisions and adjustments are primary concerns expressed by both leadership and employees;
- Step-Rate Salary Structure models will ensure employee pay advancement toward market alignment within a predictable timeframe;
- Traditional Salary Structures at an organization the size and complexity of CSU require significant administrative and management expertise and consistent program application to achieve internally equitable and externally competitive pay; and
- Step-Rate Salary Structures are competitive within the California market and would mirror the structures currently in place for other public sector state employees whose employment is administered through the California Department of Human Resources.

Figure 29 provides an example of the proposed step structure design principles.

Figure 29: Step Structure Design

STEP RATE STRUCTURE TABLE AND IMPLEMENTATION ANALYSIS



Mercer developed the 15 structures based upon family groups. The market pay for some job family groups are similarly aligned and could be placed in a structure together. The structures and associated job family groups are listed below:

Figure 30: Preliminary Pay Structure Review – Pay Structure List

Structure Code	Bargaining Unit(s)	Job Family Group(s)
01	R02; R09	Athletics & Sports
02	R07; R09	Supply & Logistics
03	R07; R09	Hospitality, Events, Guest Services, and Sales
04	R07; R09	Libraries and Museums; Police and Public Safety Services
05	R09	Institutional Advancement; Research; Instructional Services
06	R07; R09	Finance; Human Resources; Inclusivity Equity; Communications, Marketing, and Public Affairs; Compliance, Risk Management, and Safety
07	R02, R07, R09	Healthcare
08	R07; R09	Analysis, Planning, and Administrative Services
09	R07; R09	Information Technology; Facilities Design & Planning
10	R09	Arts

Structure Code	Bargaining Unit(s)	Job Family Group(s)
R01	R01	Physicians
R04	R04	Academic Services and Student Experience
R05	R05	Facilities and Grounds
R06	R06	Skilled Trades and Specialized Crafts
R08	R08	Police
R10 Pending	R10	Crafts, Maintenance & Stationary Engineers (Maritime)
R11 Pending	R11	Academic Students
R14 Pending	R14	American Language and Culture Program Instructors

The following figures depict each of the above step structures aligned to the national market data. For each structure we have also included a graphical depiction of the number of employees placed in each step within our models.

Yellow highlights within the step structures reflect the median market rate for each level. Salary figures in orange font in the step structures indicate deviation from aforementioned typical structure design principles. These adjustments were necessary to ensure minimum wage compliance across CSU's pay plans. Data highlighted in yellow reflects point aligned with the market median.

Localized versions (5 California regions) of each structure salary structure are provided in Appendix C.

Figure 31: 01 Athletics and Sports Step Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread		
Year	0	1	2	3	5	7	9	12	15			
10	\$81,900	\$86,000	\$90,300	\$94,800	\$98,600	\$102,500	\$106,600	\$110,900	\$114,660	40%	CBID:	R02; R09
9	\$73,800	\$77,500	\$81,400	\$85,500	\$88,900	\$92,500	\$96,200	\$100,000	\$103,320	40%	Job Family Groups:	Athletics and Sports
8	\$66,500	\$69,800	\$73,300	\$77,000	\$80,100	\$83,300	\$86,600	\$90,100	\$93,100	40%	FTE #:	127
7	\$59,900	\$62,900	\$66,000	\$69,300	\$72,100	\$75,000	\$78,000	\$81,100	\$83,860	40%	Median Tenure	2.4 years
6	\$54,000	\$56,700	\$59,500	\$62,500	\$65,000	\$67,600	\$70,300	\$73,100	\$75,600	40%	FTEs Below Step:	84 (66% of all EEs in Structure)
5	\$48,700	\$51,100	\$53,700	\$56,400	\$58,700	\$61,000	\$63,400	\$65,900	\$68,180	40%	Total cost to Step:	\$498,755 (6.5% of Payroll)
4	\$43,800	\$46,000	\$48,300	\$50,700	\$52,700	\$54,800	\$57,000	\$59,300	\$61,320	40%	FTEs Above Step:	43 (34% of all EEs in Structure)
3	\$40,500	\$42,300	\$44,100	\$45,900	\$47,700	\$49,500	\$51,300	\$53,100	\$54,500	35%	Cost over Max:	\$248,945 (3.2% of Payroll)
2	\$40,000	\$41,300	\$42,600	\$43,900	\$45,200	\$46,500	\$47,800	\$49,100	\$50,000	25%		
1	\$39,950	\$40,600	\$41,200	\$41,800	\$42,400	\$43,000	\$43,600	\$44,200	\$45,000	13%		
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.4%		Overall C/R:	96%

Figure 32: 01 Athletics and Sports Step Structure, Employee Distribution Chart

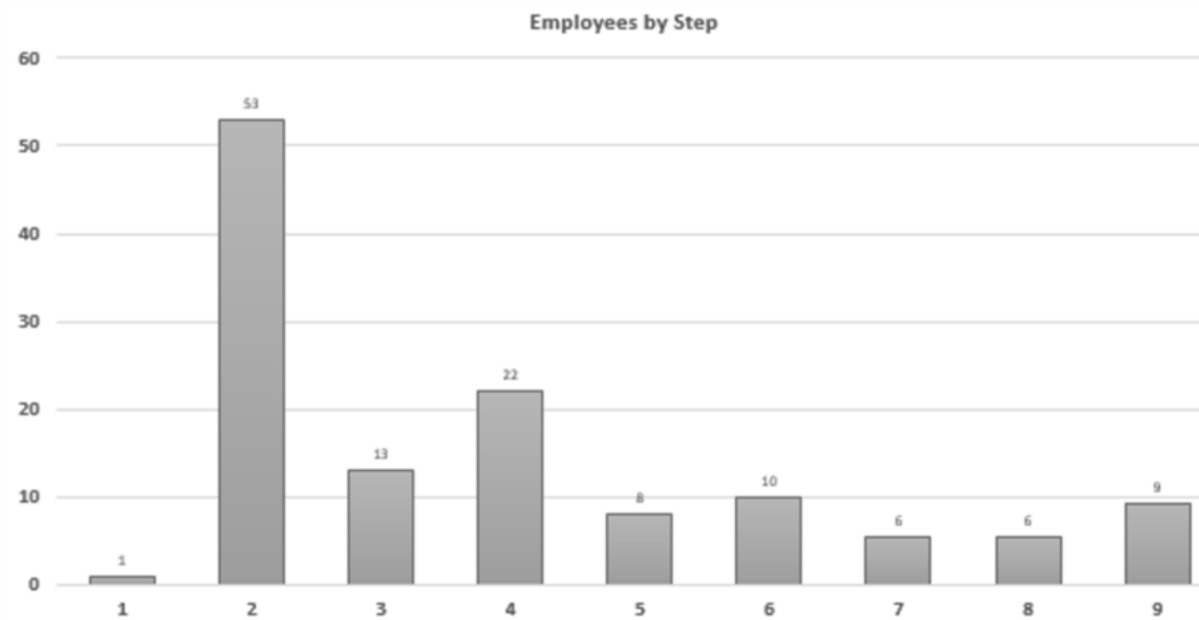


Figure 33: 02 Supply & Logistics Step Rate Structure Table & Implementation Analysis

Step	1	3	4	5	6	7	8	9	Range Spread
Year	0	2	3	5	7	9	12	15	
9	\$72,900	\$80,300	\$84,300	\$87,700	\$91,200	\$94,800	\$98,600	\$102,060	40%
8	\$63,400	\$69,900	\$73,400	\$76,300	\$79,400	\$82,600	\$85,900	\$88,760	40%
7	\$55,200	\$60,900	\$63,900	\$66,500	\$69,200	\$72,000	\$74,900	\$77,280	40%
6	\$48,000	\$52,900	\$55,500	\$57,700	\$60,000	\$62,400	\$64,900	\$67,200	40%
5	\$45,300	\$50,000	\$52,500	\$54,600	\$56,800	\$59,100	\$61,500	\$63,420	40%
4	\$42,700	\$47,000	\$49,400	\$51,400	\$53,500	\$55,600	\$57,800	\$59,780	40%
3	\$40,300	\$44,400	\$46,600	\$48,500	\$50,400	\$52,400	\$54,500	\$56,420	40%
2	\$40,000	\$41,900	\$44,000	\$45,800	\$47,600	\$49,500	\$51,500	\$53,200	33%
1	\$39,950	\$40,200	\$42,200	\$43,900	\$45,700	\$47,500	\$49,400	\$51,100	28%
Increase	-	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.2%	

CBID:	R07; R09
Job Family Groups:	Supply & Logistics
FTE #:	81
Median Tenure	5.7 years
FTEs Below Step:	62 (77% of all EEs in Structure)
Total cost to Step:	\$360,962 (9.1% of Payroll)
FTEs Above Step:	20 (23% of all EEs in Structure)
Cost over Max:	\$106,495 (2.7% of Payroll)
Overall C/R:	94%

* * Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee [datapoint](#)

Figure 34: 02 Supply & Logistics Step Rate Structure Distribution Chart

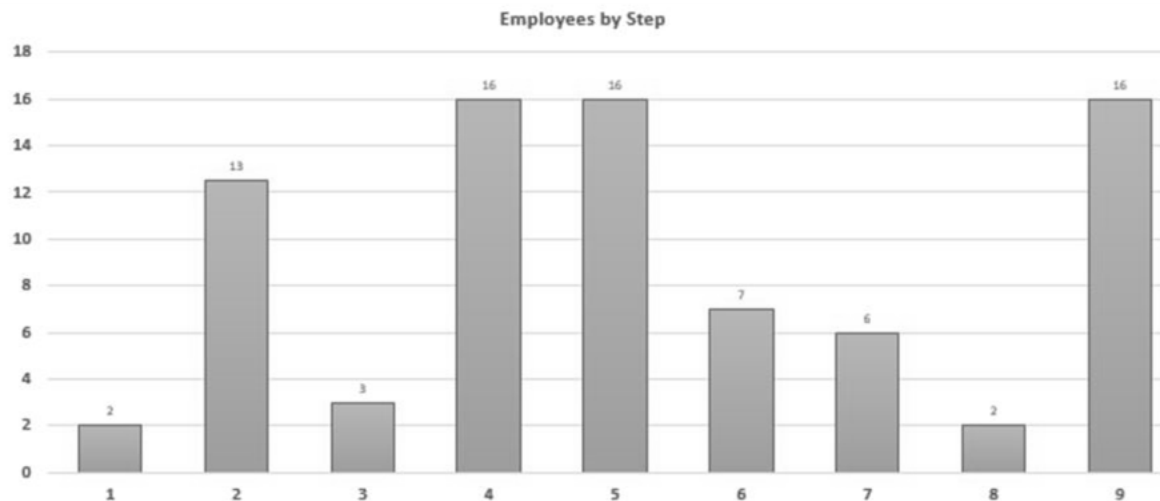


Figure 35: 03 Hospitality, Events, Guest Services, and Sales Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
10	\$72,000	\$75,600	\$79,400	\$83,400	\$86,700	\$90,200	\$93,800	\$97,600	\$100,800	40%
9	\$64,900	\$68,100	\$71,500	\$75,100	\$78,100	\$81,200	\$84,400	\$87,800	\$90,860	40%
8	\$58,600	\$61,500	\$64,600	\$67,800	\$70,500	\$73,300	\$76,200	\$79,200	\$82,040	40%
7	\$52,800	\$55,400	\$58,200	\$61,100	\$63,500	\$66,000	\$68,600	\$71,300	\$73,920	40%
6	\$47,700	\$50,100	\$52,600	\$55,200	\$57,400	\$59,700	\$62,100	\$64,600	\$66,780	40%
5	\$43,000	\$45,200	\$47,500	\$49,900	\$51,900	\$54,000	\$56,200	\$58,400	\$60,200	40%
4	\$41,000	\$42,800	\$44,600	\$46,400	\$48,200	\$50,000	\$51,800	\$53,600	\$55,200	35%
3	\$40,500	\$41,500	\$42,500	\$43,500	\$44,500	\$45,500	\$46,500	\$47,500	\$48,500	20%
2	\$39,950	\$40,700	\$41,500	\$42,300	\$43,100	\$43,900	\$44,700	\$45,500	\$46,000	15%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.7%	

CBID:	R07, R09
Job Family Groups:	Hospitality, Events, Guest Services, and Sales
FTE #:	118
Median Tenure	3.0 years
FTEs Below Step:	87 (74% of all EEs in Structure)
Total cost to Step:	\$613,724 (9.0% of Payroll)
FTEs Above Step:	31 (26% of all EEs in Structure)
Cost over Max:	\$147,263 (2.2% of Payroll)
Overall C/R:	93%

* * Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 36: 03 Hospitality, Events, Guest Services, and Sales Step Rate Structure Distribution Chart

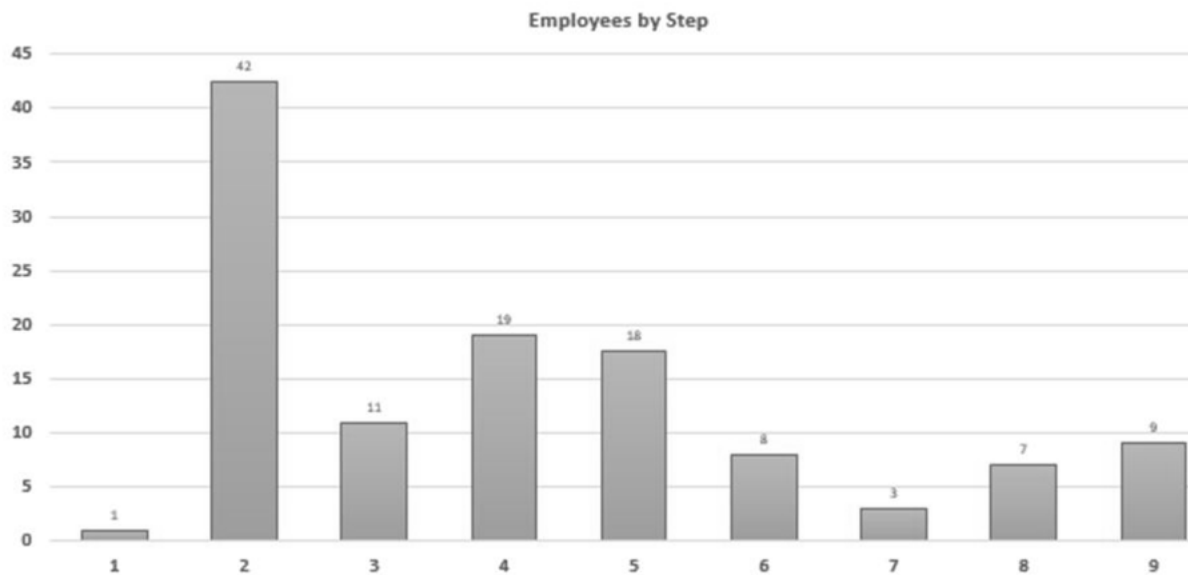


Figure 37: 04 Libraries and Museums, Police and Public Safety Services Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
9	\$63,800	\$67,000	\$70,400	\$73,900	\$76,900	\$80,000	\$83,200	\$86,500	\$89,320	40%
8	\$59,200	\$62,200	\$65,300	\$68,800	\$71,300	\$74,200	\$77,200	\$80,300	\$82,880	40%
7	\$54,900	\$57,800	\$60,500	\$63,500	\$66,000	\$68,600	\$71,300	\$74,200	\$76,880	40%
6	\$51,000	\$53,800	\$56,300	\$59,100	\$61,500	\$64,000	\$66,600	\$69,300	\$71,400	40%
5	\$47,300	\$49,700	\$52,200	\$54,800	\$57,000	\$59,300	\$61,700	\$64,200	\$66,220	40%
4	\$43,900	\$46,100	\$48,400	\$50,800	\$52,800	\$54,900	\$57,100	\$59,400	\$61,460	40%
3	\$40,800	\$42,800	\$44,900	\$47,100	\$49,000	\$51,000	\$53,000	\$55,100	\$57,120	40%
2	\$40,000	\$41,800	\$43,200	\$44,800	\$46,400	\$48,000	\$49,600	\$51,200	\$53,000	33%
1	\$39,950	\$41,100	\$42,200	\$43,300	\$44,400	\$45,500	\$46,600	\$47,700	\$49,000	23%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.6%	

CBID:	R07; R09
Job Family Groups:	Libraries and Museums; Police and Public Safety Services
FTE #:	615
Median Tenure	6.0 years
FTEs Below Step:	461 (75% of all EEs in Structure)
Total cost to Step:	\$3,515,887 (10.4% of Payroll)
FTEs Above Step:	155 (25% of all EEs in Structure)
Cost over Max:	\$1,060,352 (3.1% of Payroll)
Overall C/R:	93%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 38: 04 Libraries and Museums, Police and Public Safety Services Step Rate Structure Distribution Chart

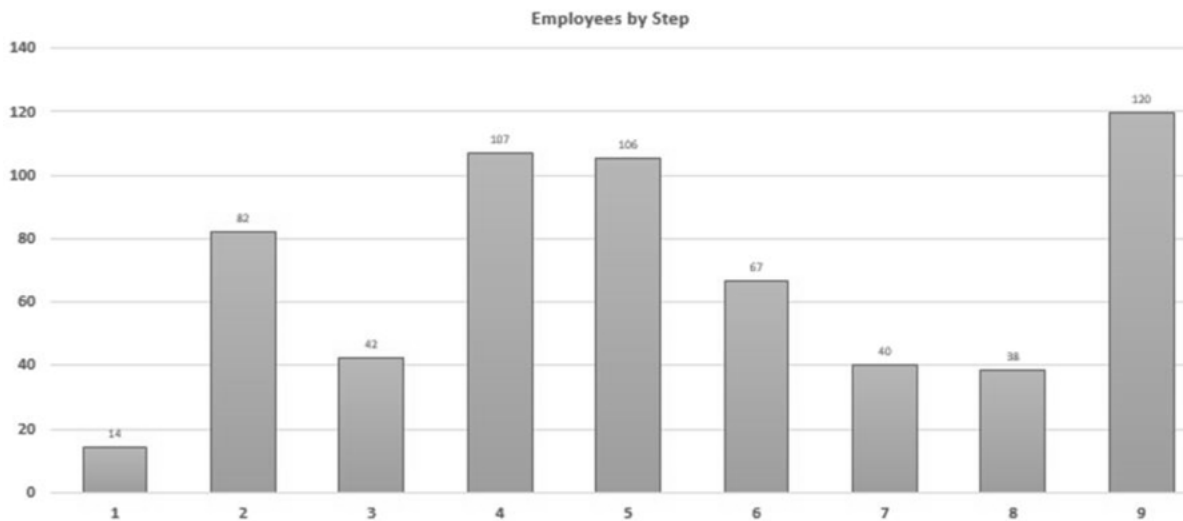


Figure 39: 05 Institutional Advancement; Research; Instructional Services Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
9	\$70,200	\$73,700	\$77,400	\$81,300	\$84,600	\$88,000	\$91,500	\$95,200	\$98,280	40%
8	\$63,800	\$67,000	\$70,400	\$73,900	\$76,900	\$80,000	\$83,200	\$86,500	\$89,320	40%
7	\$58,100	\$61,000	\$64,100	\$67,300	\$70,000	\$72,800	\$75,700	\$78,700	\$81,340	40%
6	\$52,800	\$55,400	\$58,200	\$61,100	\$63,500	\$66,000	\$68,600	\$71,300	\$73,920	40%
5	\$48,100	\$50,500	\$53,000	\$55,700	\$57,900	\$60,200	\$62,600	\$65,100	\$67,340	40%
4	\$43,800	\$46,000	\$48,300	\$50,700	\$52,700	\$54,800	\$57,000	\$59,300	\$61,320	40%
3	\$41,000	\$42,900	\$44,800	\$46,700	\$48,600	\$50,500	\$52,400	\$54,300	\$55,800	38%
2	\$40,000	\$41,400	\$42,800	\$44,200	\$45,600	\$47,000	\$48,400	\$49,800	\$51,000	28%
1	\$39,950	\$40,800	\$41,600	\$42,400	\$43,200	\$44,000	\$44,800	\$45,600	\$46,600	17%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.4%	

CBID:	R09
Job Family Groups:	Institutional Advancement; Research; Instructional Services
FTE #:	760
Median Tenure	4.8 years
FTEs Below Step:	584 (77% of all EEs in Structure)
Total cost to Step:	\$5,095,057 (10.3% of Payroll)
FTEs Above Step:	176 (23% of all EEs in Structure)
Cost over Max:	\$1,075,545 (2.2% of Payroll)
Overall C/R:	#DIV/0!

* Pay Structures presented at National (localized salary ranges utilized for costing)
 ** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 40: 05 Institutional Advancement; Research; Instructional Services Step Rate Structure Distribution Chart

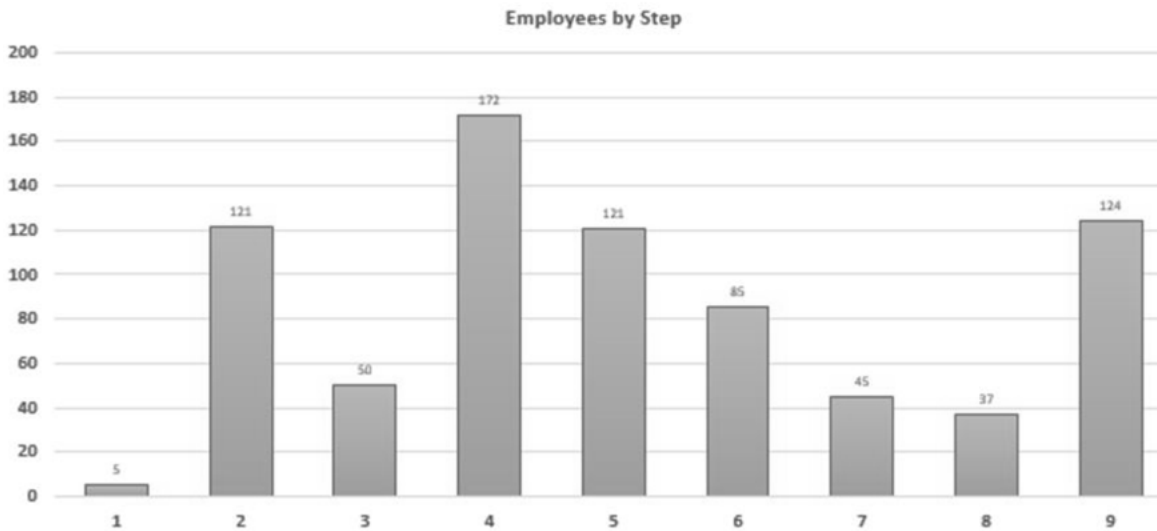


Figure 41: 06 Administrative Functions Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
9	\$89,800	\$94,300	\$99,000	\$104,000	\$108,200	\$112,500	\$117,000	\$121,700	\$125,720	40%
8	\$79,200	\$83,200	\$87,400	\$91,800	\$95,500	\$99,300	\$103,300	\$107,400	\$110,880	40%
7	\$69,800	\$73,300	\$77,000	\$80,900	\$84,100	\$87,500	\$91,000	\$94,800	\$97,720	40%
6	\$61,800	\$64,700	\$67,900	\$71,300	\$74,200	\$77,200	\$80,300	\$83,500	\$88,240	40%
5	\$54,300	\$57,000	\$59,900	\$62,900	\$65,400	\$68,000	\$70,700	\$73,500	\$78,020	40%
4	\$47,900	\$50,300	\$52,800	\$55,400	\$57,600	\$59,900	\$62,300	\$64,800	\$67,060	40%
3	\$42,300	\$44,400	\$46,800	\$48,900	\$50,900	\$52,900	\$55,000	\$57,200	\$59,220	40%
2	\$40,500	\$42,000	\$43,500	\$45,000	\$46,500	\$48,000	\$49,500	\$51,000	\$52,800	30%
1	\$39,950	\$40,800	\$41,700	\$42,600	\$43,500	\$44,400	\$45,300	\$46,200	\$47,000	18%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.3%	

CBID:	R07; R09
Job Family Groups:	Finance; Human Resources; Inclusivity & Equity; Communications, Marketing, and Public Affairs; Compliance, Risk Management, and Safety
FTE #:	1804
Median Tenure	4.6 years
FTEs Below Step:	1459 (81% of all EEs in Structure)
Total cost to Step:	\$17,520,084 (14.8% of Payroll)
FTEs Above Step:	343 (19% of all EEs in Structure)
Cost over Max:	\$2,620,212 (2.2% of Payroll)
Overall C/R:	104%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 42: 06 Administrative Functions Step Rate Structure Distribution Chart

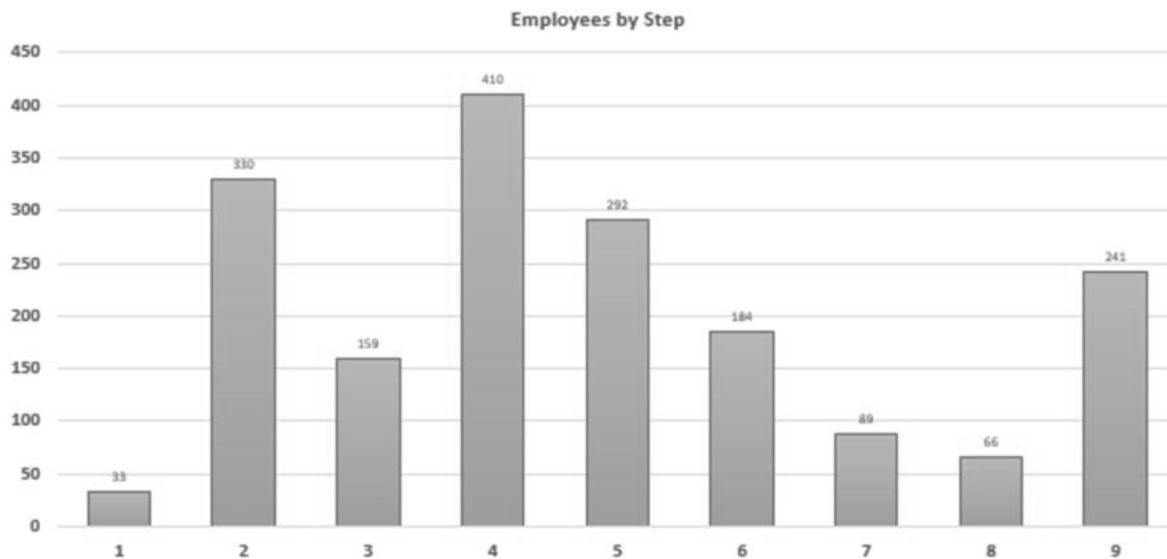


Figure 43: 07 Healthcare Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
11	\$123,100	\$129,300	\$135,800	\$142,800	\$148,300	\$154,200	\$160,400	\$166,800	\$172,340	40%
10	\$105,200	\$110,500	\$116,000	\$121,800	\$126,700	\$131,800	\$137,100	\$142,600	\$147,280	40%
9	\$89,900	\$94,400	\$99,100	\$104,100	\$108,300	\$112,600	\$117,100	\$121,800	\$125,860	40%
8	\$76,800	\$80,600	\$84,600	\$88,800	\$92,400	\$96,100	\$99,900	\$103,900	\$107,520	40%
7	\$66,800	\$70,100	\$73,600	\$77,300	\$80,400	\$83,600	\$86,900	\$90,400	\$93,520	40%
6	\$58,200	\$61,100	\$64,200	\$67,400	\$70,100	\$72,900	\$75,800	\$78,800	\$81,480	40%
5	\$50,600	\$53,100	\$55,800	\$58,600	\$60,900	\$63,300	\$65,800	\$68,400	\$70,840	40%
4	\$44,000	\$46,200	\$48,500	\$50,900	\$52,900	\$55,000	\$57,200	\$59,500	\$61,800	40%
3	\$42,000	\$43,600	\$45,200	\$46,800	\$48,400	\$50,000	\$51,600	\$53,200	\$54,500	30%
2	\$40,000	\$40,900	\$41,800	\$42,700	\$43,600	\$44,500	\$45,400	\$46,300	\$47,000	18%
1	\$39,950	\$40,300	\$40,700	\$41,100	\$41,500	\$41,900	\$42,300	\$42,700	\$43,000	8%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.5%	

CBID:	R02, R07, R09
Job Family Groups:	Healthcare
FTE #:	419
Median Tenure	5.2 years
FTEs Below Step:	311 (74% of all EEs in Structure)
Total cost to Step:	\$3,674,843 (11.4% of Payroll)
FTEs Above Step:	108 (26% of all EEs in Structure)
Cost over Max:	\$708,322 (2.2% of Payroll)
Overall C/R:	94%

* Pay Structures presented at National (localized salary ranges utilized for costing)
 ** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint
 *** Per Diem Employees not included in Analysis

Figure 44: 07 Healthcare Step Rate Structure Distribution Chart

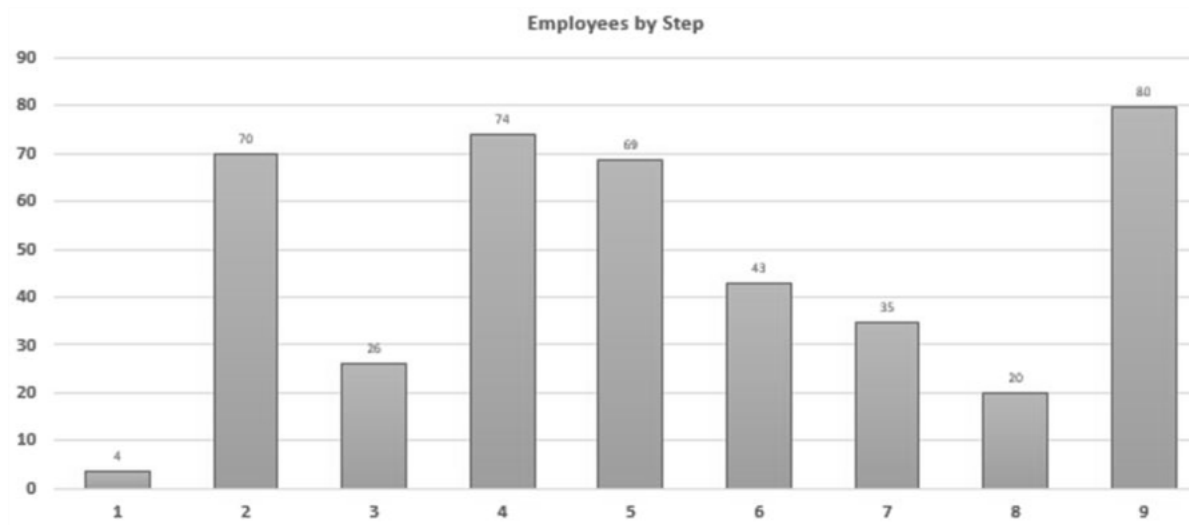


Figure 45: 08 Analysis, Planning, and Admin. Services Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
12	\$89,000	\$93,500	\$98,200	\$103,100	\$107,200	\$111,500	\$116,000	\$120,800	\$124,800	40%
11	\$80,900	\$84,900	\$89,100	\$93,600	\$97,300	\$101,200	\$105,200	\$109,400	\$113,280	40%
10	\$73,800	\$77,300	\$81,200	\$85,300	\$88,700	\$92,200	\$95,900	\$99,700	\$103,040	40%
9	\$66,900	\$70,200	\$73,700	\$77,400	\$80,500	\$83,700	\$87,000	\$90,500	\$93,660	40%
8	\$60,800	\$63,800	\$67,000	\$70,400	\$73,200	\$76,100	\$79,100	\$82,300	\$85,120	40%
7	\$55,300	\$58,100	\$61,000	\$64,100	\$66,700	\$69,400	\$72,200	\$75,100	\$77,420	40%
6	\$50,300	\$52,800	\$55,400	\$58,200	\$60,500	\$62,900	\$65,400	\$68,000	\$70,420	40%
5	\$45,800	\$48,100	\$50,500	\$53,000	\$55,100	\$57,300	\$59,600	\$62,000	\$64,120	40%
4	\$41,800	\$43,700	\$45,900	\$48,200	\$50,100	\$52,100	\$54,200	\$56,400	\$58,240	40%
3	\$40,500	\$42,200	\$43,900	\$45,600	\$47,300	\$49,000	\$50,700	\$52,400	\$54,000	33%
2	\$40,000	\$41,100	\$42,200	\$43,300	\$44,400	\$45,500	\$46,600	\$47,700	\$48,500	21%
1	\$39,950	\$40,800	\$41,600	\$42,400	\$43,200	\$44,000	\$44,800	\$45,600	\$46,600	17%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.1%	

CBID:	R07; R09
Job Family Groups:	Analysis, Planning, and Administrative Services
FTE #:	5200
Median Tenure	4.4 years
FTEs Below Step:	4676 (90% of all EEs in Structure)
Total cost to Step:	\$50,617,771 (17.4% of Payroll)
FTEs Above Step:	523 (10% of all EEs in Structure)
Cost over Max:	\$3,203,127 (1.1% of Payroll)
Overall C/R:	87%

* Pay Structures presented at National (localized salary ranges utilized for costing)
 ** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 46: 08 Analysis, Planning, and Admin. Services Step Rate Structure Distribution Chart

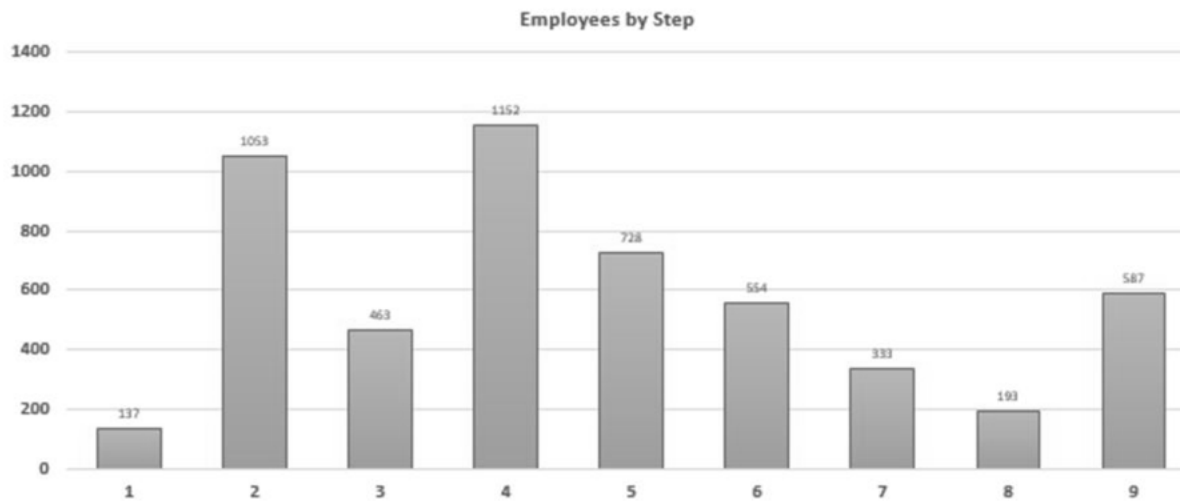


Figure 47: 09 Information Technology; Facilities Design & Planning Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
9	\$96,300	\$101,100	\$106,200	\$111,500	\$116,000	\$120,600	\$125,400	\$130,400	\$134,820	40%
8	\$85,800	\$90,100	\$94,600	\$99,300	\$103,300	\$107,400	\$111,700	\$116,200	\$120,120	40%
7	\$76,400	\$80,200	\$84,200	\$88,400	\$91,900	\$95,600	\$99,400	\$103,400	\$106,960	40%
6	\$68,100	\$71,500	\$75,100	\$78,900	\$82,100	\$85,400	\$88,800	\$92,400	\$95,340	40%
5	\$60,700	\$63,700	\$66,900	\$70,200	\$73,000	\$75,900	\$78,900	\$82,100	\$84,980	40%
4	\$54,100	\$56,800	\$59,600	\$62,600	\$65,100	\$67,700	\$70,400	\$73,200	\$75,740	40%
3	\$48,200	\$50,600	\$53,100	\$55,800	\$58,000	\$60,300	\$62,700	\$65,200	\$67,480	40%
2	\$42,900	\$45,000	\$47,300	\$49,700	\$51,700	\$53,800	\$56,000	\$58,200	\$60,060	40%
1	\$39,950	\$40,200	\$42,200	\$44,300	\$46,100	\$47,900	\$49,800	\$51,800	\$55,930	40%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.4%	

CBID:	R07; R09
Job Family Groups:	Information Technology; Facilities Design & Planning
FTE #:	2525
Median Tenure	7.0 years
FTEs Below Step:	1766.3 (70% of all EEs in Structure)
Total cost to Step:	\$27,719,180 (12.7% of Payroll)
FTEs Above Step:	757.8 (30% of all EEs in Structure)
Cost over Max:	\$8,711,015 (4.0% of Payroll)
Overall C/R:	92%

* Pay Structures presented at National (localized salary ranges utilized for costing)
 ** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 48: 09 Information Technology; Facilities Design & Planning Step Rate Structure Distribution Chart

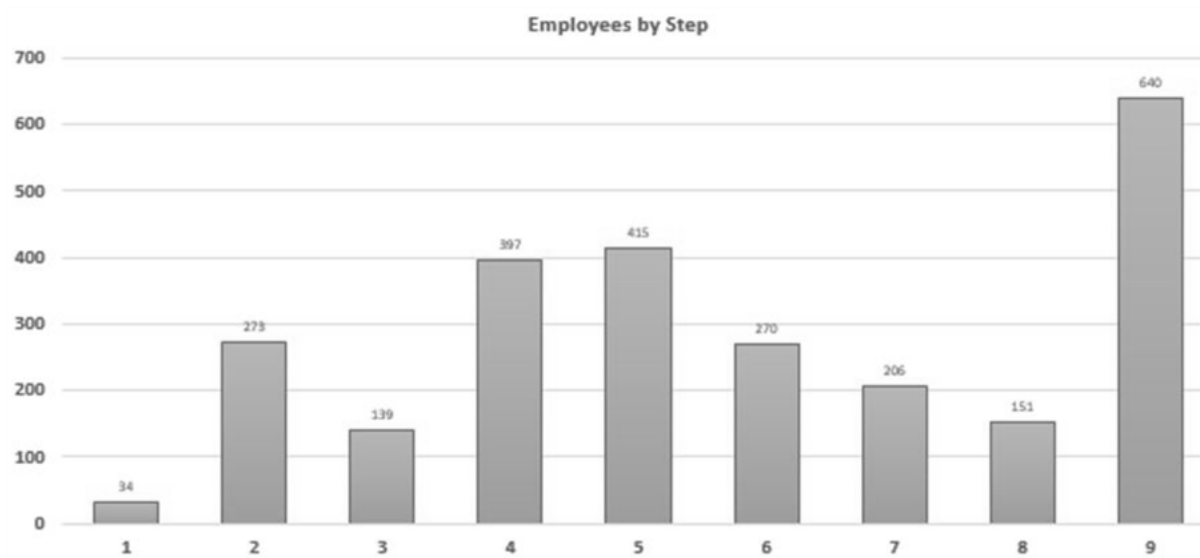


Figure 49: 10 Arts Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
7	\$66,300	\$69,600	\$73,100	\$76,800	\$79,900	\$83,100	\$86,400	\$89,900	\$92,820	40%
6	\$59,200	\$62,200	\$65,300	\$68,600	\$71,300	\$74,200	\$77,200	\$80,300	\$82,880	40%
5	\$52,800	\$55,400	\$58,200	\$61,100	\$63,500	\$66,000	\$68,800	\$71,300	\$73,920	40%
4	\$47,200	\$49,600	\$52,100	\$54,700	\$56,900	\$59,200	\$61,800	\$64,100	\$66,080	40%
3	\$42,100	\$44,200	\$46,400	\$48,700	\$50,600	\$52,800	\$54,700	\$56,900	\$58,940	40%
2	\$40,500	\$42,000	\$43,500	\$45,000	\$46,500	\$48,000	\$49,500	\$51,000	\$52,600	30%
1	\$39,950	\$41,000	\$42,000	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000	\$48,000	20%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.2%	

CBID:	R09
Job Family Groups:	Arts
FTE #:	120
Median Tenure	5.9 years
FTEs Below Step:	61 (51% of all EEs in Structure)
Total cost to Step:	\$376,957 (5.0% of Payroll)
FTEs Above Step:	59 (49% of all EEs in Structure)
Cost over Max:	\$411,557 (5.5% of Payroll)
Overall C/R:	97%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint.

Figure 50: 10 Arts Step Rate Structure Distribution Chart

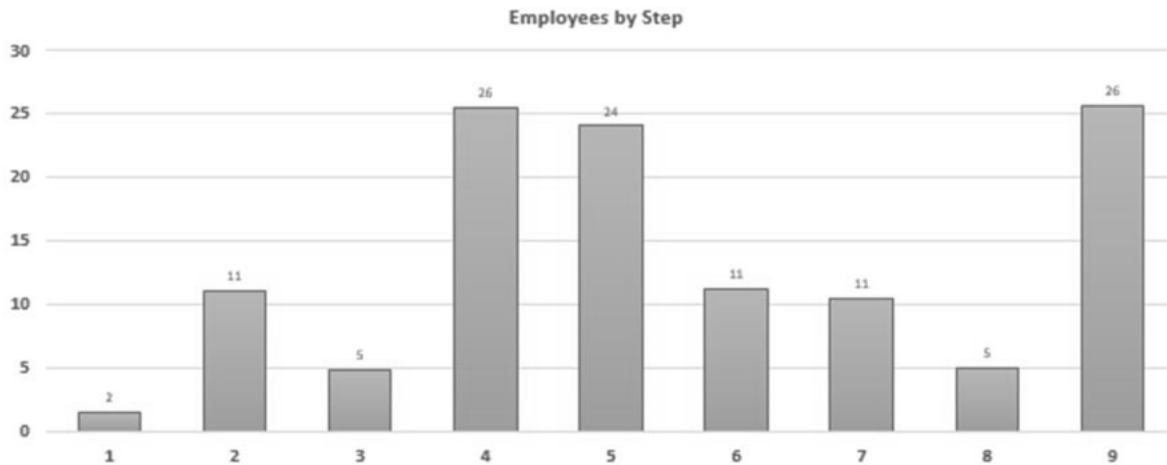


Figure 51: R01 Physicians Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
7	\$236,800	\$248,400	\$260,800	\$273,800	\$284,800	\$298,200	\$308,000	\$320,300	\$331,240	40%
6	\$205,300	\$215,800	\$226,400	\$237,700	\$247,200	\$257,100	\$267,400	\$278,100	\$287,420	40%
5	\$178,200	\$187,100	\$196,500	\$206,300	\$214,800	\$223,200	\$232,100	\$241,400	\$249,480	40%
4	\$154,800	\$162,300	\$170,400	\$178,900	\$186,100	\$193,500	\$201,200	\$209,200	\$216,440	40%
3	\$134,200	\$140,900	\$147,900	\$155,300	\$161,500	\$168,000	\$174,700	\$181,700	\$187,880	40%
2	\$116,400	\$122,200	\$128,300	\$134,700	\$140,100	\$145,700	\$151,500	\$157,600	\$162,980	40%
1	\$101,000	\$106,100	\$111,400	\$117,000	\$121,700	\$126,800	\$131,700	\$137,000	\$141,400	40%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.4%	

CBID:	R01
Job Family Groups:	Physicians
FTE #:	61
Median Tenure	5.2 years
FTEs Below Step:	60 (98% of all EEs in Structure)
Total cost to Step:	\$2,616,147 (19.8% of Payroll)
FTEs Above Step:	2 (2% of all EEs in Structure)
Cost over Max:	\$17,461 (0.1% of Payroll)
Overall C/R:	86%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee [datapoint](#)

Figure 52: R01 Physicians Step Rate Structure Distribution Chart

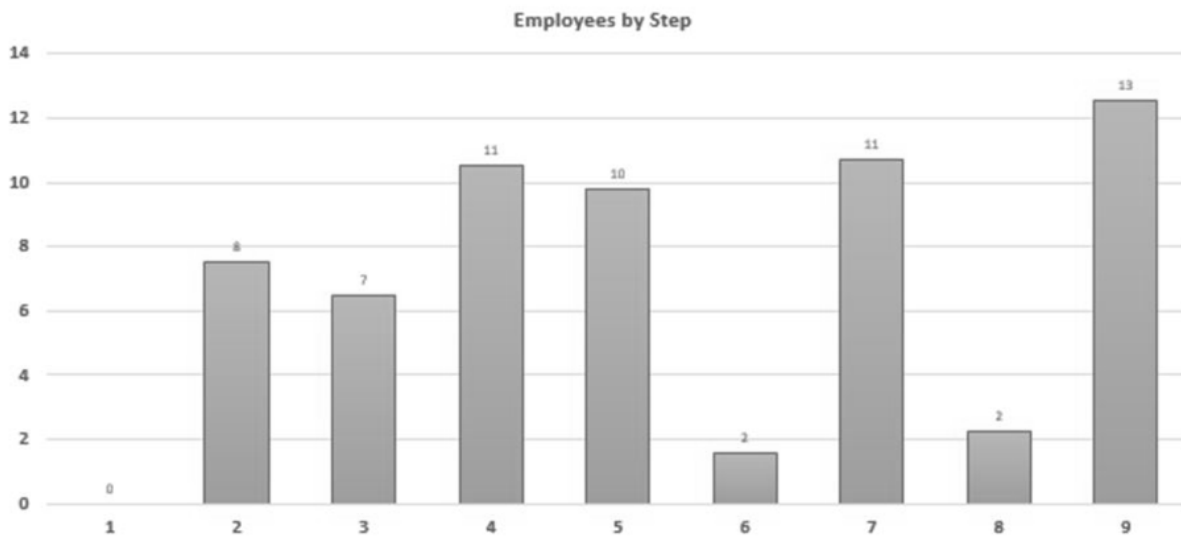


Figure 53: R04 Academic Services and Student Experience Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
7	\$65,100	\$68,400	\$71,800	\$75,400	\$78,400	\$81,500	\$84,800	\$88,200	\$91,140	40%
6	\$58,200	\$61,100	\$64,200	\$67,400	\$70,100	\$72,900	\$75,800	\$78,800	\$81,480	40%
5	\$52,000	\$54,600	\$57,300	\$60,200	\$62,600	\$65,100	\$67,700	\$70,400	\$72,800	40%
4	\$46,500	\$48,800	\$51,200	\$53,800	\$56,000	\$58,200	\$60,500	\$62,900	\$65,100	40%
3	\$41,600	\$43,700	\$45,900	\$48,200	\$50,100	\$52,100	\$54,200	\$56,400	\$58,240	40%
2	\$40,200	\$41,700	\$43,200	\$44,700	\$46,200	\$47,700	\$49,200	\$50,700	\$52,200	30%
1	\$39,950	\$40,800	\$41,600	\$42,400	\$43,200	\$44,000	\$44,800	\$45,600	\$46,500	16%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.3%	

CBID:	R04
Job Family Groups:	Academic Services and Student Experience
FTE #:	3190
Median Tenure:	4.0 years
FTEs Below Step:	2408 (75% of all EEs in Structure)
Total cost to Step:	\$17,912,352 (9.1% of Payroll)
FTEs Above Step:	782 (25% of all EEs in Structure)
Cost over Max:	\$3,064,357 (1.6% of Payroll)
Overall C/R:	94%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 54: R04 Academic Services and Student Experience Step Rate Structure Distribution Chart

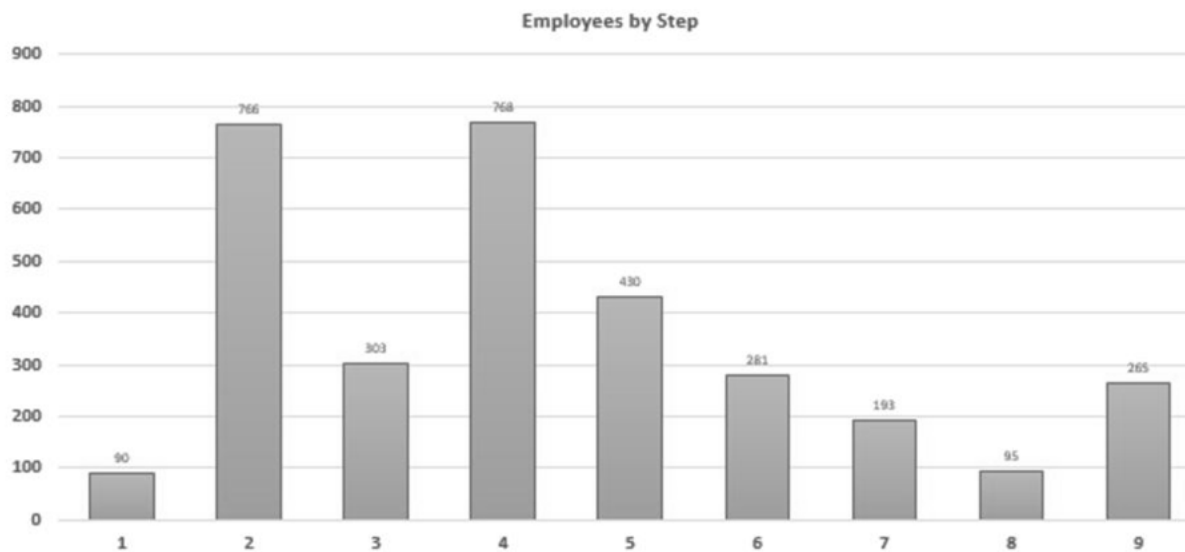


Figure 55: R05 Facilities and Grounds Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
6	\$47,700	\$50,100	\$52,600	\$55,200	\$57,400	\$59,700	\$82,100	\$84,600	\$86,780	40%
5	\$43,300	\$45,500	\$47,800	\$50,200	\$52,200	\$54,300	\$56,500	\$58,800	\$80,620	40%
4	\$41,500	\$43,300	\$45,100	\$46,900	\$48,700	\$50,500	\$52,300	\$54,100	\$56,000	35%
3	\$40,500	\$41,800	\$43,100	\$44,400	\$45,700	\$47,000	\$48,300	\$49,600	\$50,500	25%
2	\$40,000	\$41,000	\$42,000	\$43,000	\$44,000	\$45,000	\$46,000	\$47,000	\$48,000	20%
1	\$39,950	\$40,700	\$41,500	\$42,300	\$43,100	\$43,900	\$44,700	\$45,500	\$46,000	15%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.5%	

CBID:	R05
Job Family Groups:	Facilities and Grounds
FTE #:	2024
Median Tenure	5.0 years
FTEs Below Step:	1856 (92% of all EEs in Structure)
Total cost to Step:	\$14,898,403 (17.2% of Payroll)
FTEs Above Step:	168 (8% of all EEs in Structure)
Cost over Max:	\$755,980 (0.9% of Payroll)
Overall C/R:	86%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 56: R05 Facilities and Grounds Step Rate Structure Distribution Chart

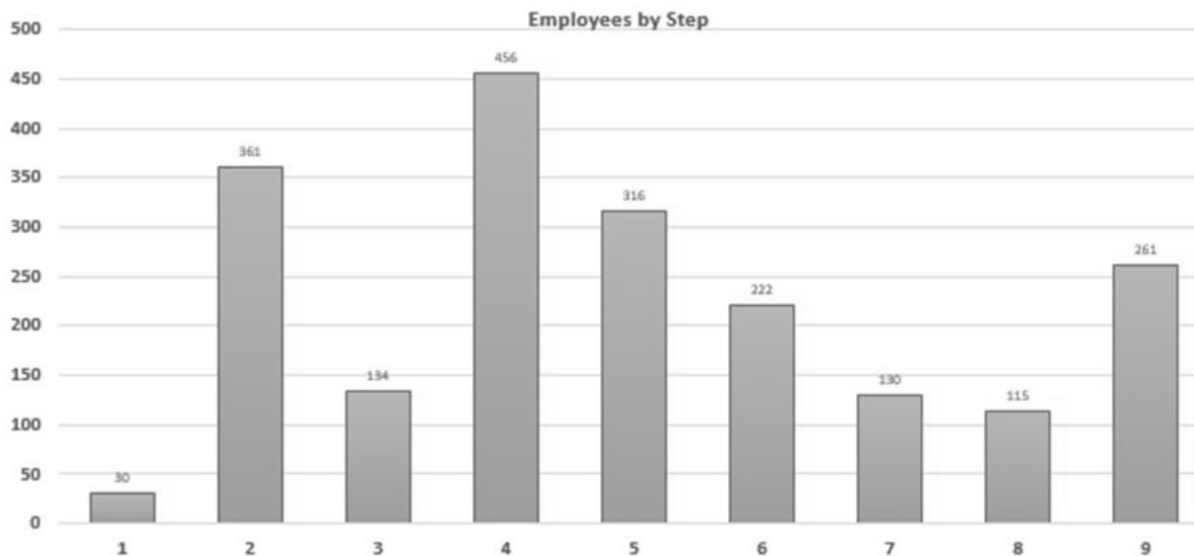


Figure 57: R06 Skilled Trades and Specialized Crafts Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
7	\$87,800	\$92,200	\$96,800	\$101,600	\$105,700	\$109,900	\$114,300	\$118,900	\$122,900	40%
6	\$73,400	\$77,100	\$81,000	\$85,100	\$88,500	\$92,000	\$95,700	\$99,500	\$102,800	40%
5	\$67,300	\$70,700	\$74,200	\$77,900	\$81,000	\$84,200	\$87,600	\$91,100	\$94,200	40%
4	\$61,800	\$64,900	\$68,100	\$71,500	\$74,400	\$77,400	\$80,500	\$83,700	\$86,500	40%
3	\$56,000	\$58,500	\$61,000	\$63,500	\$66,000	\$68,500	\$71,000	\$73,500	\$75,600	35%
2	\$50,500	\$52,100	\$53,700	\$55,300	\$56,900	\$58,500	\$60,100	\$61,700	\$63,100	25%
1	\$45,000	\$46,400	\$47,800	\$49,200	\$50,600	\$52,000	\$53,400	\$54,800	\$56,300	25%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.4%	

CBID:	R06
Job Family Groups:	Skilled Trades and Specialized Crafts
FTE #:	1017
Median Tenure	5.9 years
FTEs Below Step:	731 (72% of all EEs in Structure)
Total cost to Step:	\$7,281,775 (9.2% of Payroll)
FTEs Above Step:	287 (28% of all EEs in Structure)
Cost over Max:	\$1,389,251 (1.8% of Payroll)
Overall C/R:	94%

* Pay Structures presented at National (localized salary ranges utilized for costing)

** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 58: R06 Skilled Trades and Specialized Crafts Step Rate Structure Distribution Table

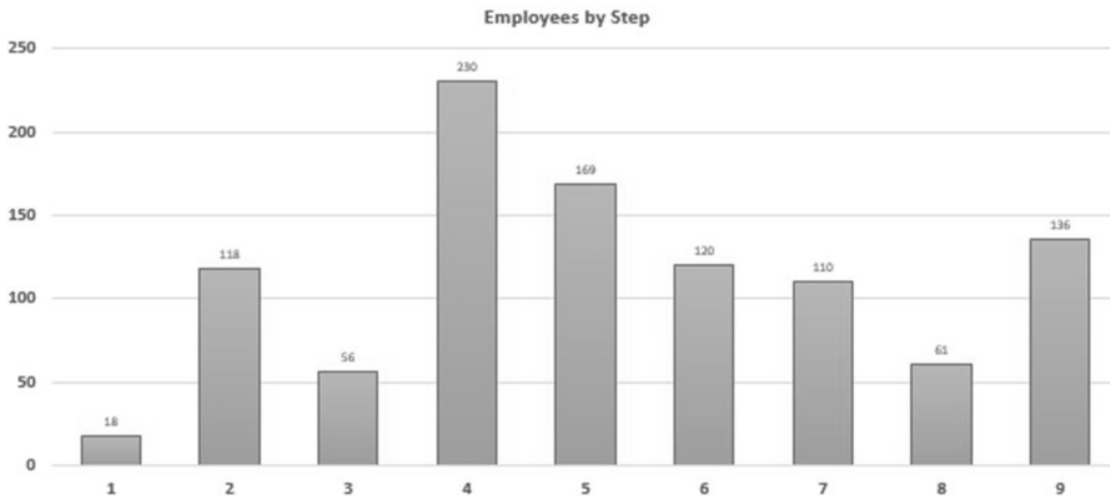


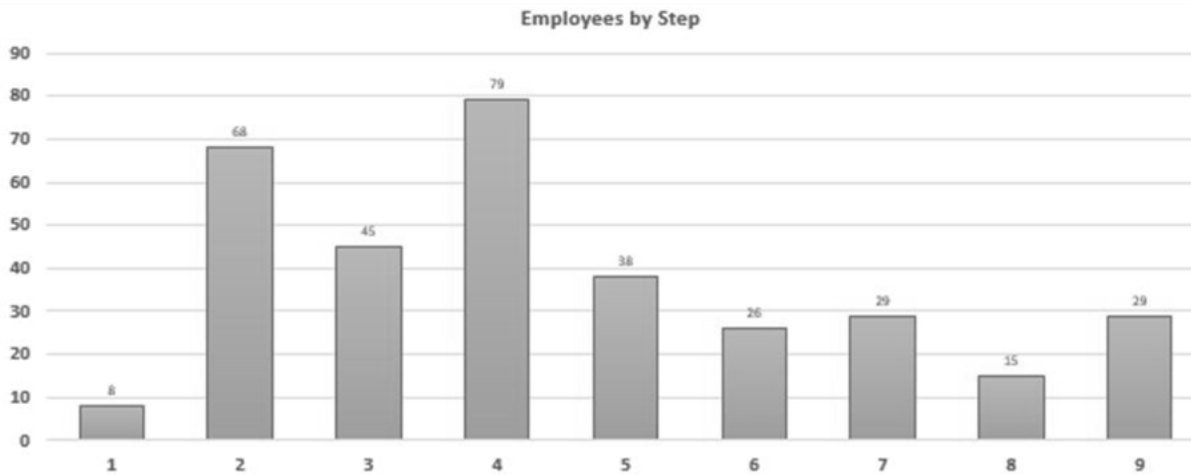
Figure 59: R08 Police Step Rate Structure Table & Implementation Analysis

Step	1	2	3	4	5	6	7	8	9	Range Spread
Year	0	1	2	3	5	7	9	12	15	
6	\$84,300	\$88,500	\$92,900	\$97,500	\$101,400	\$105,500	\$109,700	\$114,100	\$118,020	40%
5	\$74,800	\$78,500	\$82,400	\$86,500	\$90,000	\$93,600	\$97,300	\$101,200	\$104,720	40%
4	\$66,300	\$69,600	\$73,100	\$76,800	\$79,900	\$83,100	\$86,400	\$89,900	\$92,820	40%
3	\$58,800	\$61,700	\$64,800	\$68,000	\$70,700	\$73,500	\$76,400	\$79,500	\$82,320	40%
2	\$52,200	\$54,800	\$57,500	\$60,400	\$62,800	\$65,300	\$67,900	\$70,600	\$73,080	40%
1	\$46,300	\$48,600	\$51,000	\$53,600	\$55,700	\$57,900	\$60,200	\$62,600	\$64,820	40%
Increase	-	5.0%	5.0%	5.0%	4.0%	4.0%	4.0%	4.0%	3.3%	

CBID:	R08
Job Family Groups:	Police
FTE #:	337
Median Tenure	4.0 years
FTEs Below Step:	116 (34% of all EEs in Structure)
Total cost to Step:	\$681,949 (2.2% of Payroll)
FTEs Above Step:	221 (66% of all EEs in Structure)
Cost over Max:	\$2,154,078 (7.0% of Payroll)
Overall C/R:	106%

* Pay Structures presented at National (localized salary ranges utilized for costing)
 ** Cost Analysis includes localized salary ranges and factors in FTE rate per employee datapoint

Figure 60: R08 Police Step Rate Structure Distribution Chart



Equitable and Predictable Pay

Mercer recommends that the CSU commit to annual budget allocations to fund the step structures to purposefully and consistently move employee pay through established pay ranges. Additionally, the CSU should designate separate funding for exceptional job performance (merit) and job opportunities (e.g., promotion, reclassification, etc.), alongside the funding being allocated for step movement.

Regular salary increases are critical to:

- Attracting and retaining qualified talent to support the CSU's mission today and into the future;
- Recognizing length of time in the position and professional growth over time; and
- Recognizing employees' commitment to public service, contributions, and accomplishments.

Funding Gaps

Mercer's calculations on the funding gaps include the recommendations to update the foundational elements of the CSU Compensation Program, as well as a commitment to maintain continued alignment with the market, including:

- **Step-Rate Salary Structures aligned with the market median:** An investment of \$159,383,846 would be necessary in base salary adjustments. This assumes full implementation of the proposed step structures and estimated costs for movement of bargaining unit 11 employees to appropriate new minimums. The additional funds will be used to account for the state-wide differences in the cost of labor at campuses and to place employees in the correct step in the range.
- The total estimate was calculated by assigning each employee to a salary structure based on their location, job family, a salary grade based on career stream and level, and a step based on position tenure. Each structure was designed to align to the market median utilizing market data benchmarks.
 - Calculations utilized employee data effective 1/21/2022, and adjusted assuming a four 4 percent general salary increase (GSI) in 2021-22 and a three percent GSI in 2022-23. This presupposes the CSU and all staff unions negotiate and agree to a compounded 7.12 percent general salary increase for all represented staff. If agreements are less than 7.12 percent, the cost to align the salary structure with the market median will exceed \$159.4 million. If agreements are more than 7.12 percent, the cost to align the salary structure with the market median will be below \$159.4 million. As a result, the outcome of pending collective bargaining agreements will affect this calculation. Employees in the following bargaining units were not included in the step structure analysis: International Union of Operating Engineers (IUOE), Academic Student Employees (UAW), and CSUEU English Language Program Instructors. Further review is required to determine placement.
- **Finalize Implementation of a Modernized Job Framework** to accurately organize jobs into market-competitive functional disciplines and levels.
 - During the timeframe of our review, a finalization of the job framework could not be completed as the implementation of new classifications requires detailed review of employee position descriptions at the campus level. An investment of \$50,000,000 in base salary adjustments to create new job classifications and properly classify or reclassify current employees into the newly created job classifications and the corresponding job levels. The \$50,000,000 is an estimate based on the size of the CSU workforce and review we have completed to date.
- **Salary-related benefit increases**
 - An investment of \$77,472,023 to account for the effect of the recommended salary increases on salary-related benefits.

Total funding gap

The total funding gap to implement the recommendations would be \$286,855,869. This is in addition to what CSU already included in the existing budget request for salary increases.

- **Annual salary budget increases in year two**

- The estimate for existing employee step progression is 2.03 percent in year two.
- To maintain the market competitiveness of the salary structures, Mercer recommends an additional salary structure increase aligned with market movement typically of at least one percent per year, which represents a total increase of 3.05 percent of base pay in year two which equates to a total increase of \$155,000,000.

After initial implementation, the CSU will also need to budget for the incremental ongoing costs to annually maintain market competitiveness and to sustain step progression.

In closing, it should be noted that for every \$1.00 invested by the state, the CSU generates \$6.98 for California's economy. CSU campuses have a substantial impact on their regional economies, supporting thousands of jobs and generating millions of dollars of state tax revenues. The CSU's mission is in jeopardy if it is unable to recruit and retain qualified employees to serve its students and to advance the important role that the CSU plays within California's economy.

Appendix A: Glossary

Text Glossary

Program Definitions

The following terms are used in this document and are defined as shown below (listed in alphabetic order).

Term	Definition
Ageing Data	The practice of increasing market survey data by a percentage assumed to be representative of wage movement to bring the data to a consistent point in time.
Base Pay Range	Base Pay Ranges include a minimum and maximum within which base pay should fall. Typically is designed to align with the external competitive market.
Benchmark vs. Non-Benchmark Job	<p>Benchmarked - A job whose major responsibilities and requirements are commonly found in the market. These jobs are typically included in salary surveys and have reliable market data that is readily available year after year.</p> <p>Non-Benchmarked - A job that is not commonly found in the market and that is not found in salary surveys, generally because these jobs have been tailored to meet specific needs of CSU or a department.</p>
Compensation Program	The program that provides a framework for managing compensation at CSU. The program consists of a compensation philosophy, benchmarking methodology, a pay structure and guidelines for managing pay.
Compression	The narrowing of pay between less and more tenured employees
Cost of Living	Cost of a basket of goods and services.
Cost of Salary	How wage rates within a particular geographic area (e.g. city) compare to other areas. Wage rates are typically influenced by the supply of labor, labor laws and sometimes cost of living.
Job Description Title vs. Working Title	<p>Job Description Title - A specific title that describes the job's roles and responsibilities.</p> <p>Working Title - A title that refers to a specific department where an employee is working or a specified type of work and is used in job postings, employees' signature line, business cards, etc.</p>
Job Family	A group of jobs involving similar types of work and requiring similar training, skills, knowledge, and expertise. The job family concept helps organize related jobs for purposes of pay and career progression

Job Family Group	A group of jobs involving similar types of work and requiring similar training, skills, knowledge, and expertise. The job family concept helps organize related jobs for purposes of pay and career progression
Median	The median is the central number of a data set. To determine the median arrange data values from lowest to highest value. The median is the data value in the middle of the set. If there are 2 data values in the middle, the median is the average of those 2 values.
Midpoint	The salary midpoint is the middle point of a salary range's minimum and maximum.
Multiple Regression	Multiple regression is a statistical technique in which the variability in a dependent variable (e.g., pay) explained by multiple independent variables (e.g., experience, role, etc.)
Pay Grade & Range	A pay grade is assigned based on the job role and the market value of benchmark jobs. Each pay grade is associated with a pay range designed to accommodate a wide variety of skill, education, and experience levels in comparison to job classification requirements.
Position Start Date	Reflects an employee's tenure in their current job
Salary Inversion	Salary inversion refers to situations in which less experienced employees earn more than more experienced employees.
Step Structure	Salary structure where pay rates move up regularly based on a pre-set schedule typically based on tenure.
Wage Stagnation	A lack of growth in wages over time.

Appendix B: Benchmark Summary Job Description

Figure 61: CSU Benchmark Job Market Pricing Details – Academic Advisor II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Advisor II	CompData Colleges & Universities - January, 2021	Provides guidance to students regarding course selections and majors and minor offered, and graduation requirements utilizing knowledge of the university's academic policies and procedures. Evaluates students and may make referrals for tutoring or more specialized counseling. Maintains students' academic files. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.	+10% for Level	0	1.1
Academic Advisor II	CompData Colleges & Universities - January, 2021	Provides guidance to students regarding course selections and majors and minor offered, and graduation requirements utilizing knowledge of the university's academic policies and procedures. Evaluates students and may make referrals for tutoring or more specialized counseling. Maintains students' academic files. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.	+10% for Level	0.5	1.1
Academic Advisor II	Western Management Group EduComp (CSULAX), 2021	Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance. Meets with students to discuss long-range academic plans and career goals. Advises undergraduate students on course selection and distribution requirements; provides assistance to undergraduate students to ensure their academic, personal and professional success; meets with students to discuss post-College/University opportunities, develops strategies tailored to reach individual career goals and refers to University/College career resources. Education and Experience: Bachelor's degree and 2 - 3 years of related experience.		0	1
Academic Advisor II	Western Management Group EduComp (CSULAX), 2021	Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance. Meets with students to discuss long-range academic plans and career goals. Advises undergraduate students on course selection and distribution requirements; provides assistance to undergraduate students to ensure their academic, personal and professional success; meets with students to discuss post-College/University opportunities, develops strategies tailored to reach individual career goals and refers to University/College career resources. Education and Experience: Bachelor's degree and 2 - 3 years of related experience.		0.5	1

Figure 62: CSU Benchmark Job Market Pricing Details – Academic Advisor III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Advisor III	CompData Colleges & Universities - January, 2021	Provides guidance to students regarding course selections and majors and minor offered, and graduation requirements utilizing knowledge of the university's academic policies and procedures. Evaluates students and may make referrals for tutoring or more specialized counseling. Maintains students' academic files. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.	+20% for Level	0	1.2
Academic Advisor III	CompData Colleges & Universities - January, 2021	Provides guidance to students regarding course selections and majors and minor offered, and graduation requirements utilizing knowledge of the university's academic policies and procedures. Evaluates students and may make referrals for tutoring or more specialized counseling. Maintains students' academic files. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.	+20% for Level	0.5	1.2
Academic Advisor III	Western Management Group EduComp (CSULAX), 2021	Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Coordinates and participates in early academic intervention activities and academic standards review committees, including taking or recommending appropriate actions, interventions, and student advising. Oversees the coordination of the faculty advising program in collaboration with the academic departments, which may include the assignment of students to faculty advisors, development of new advising programs and procedures, and the planning and execution of training sessions for new faculty advisors; oversees and supports the advising efforts of faculty members across the College/University; provides information and explanation of College and University policies to faculty advisors. Education and Experience: Bachelor degree and 3 - 5 years of related experience.		0	1
Academic Advisor III	Western Management Group EduComp (CSULAX), 2021	Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Coordinates and participates in early academic intervention activities and academic standards review committees, including taking or recommending appropriate actions, interventions, and student advising. Oversees the coordination of the faculty advising program in collaboration with the academic departments, which may include the assignment of students to faculty advisors, development of new advising programs and procedures, and the planning and execution of training sessions for new faculty advisors; oversees and supports the advising efforts of faculty members across the College/University; provides information and explanation of College and University policies to faculty advisors. Education and Experience: Bachelor degree and 3 - 5 years of related experience.		0.5	1

Figure 63: CSU Benchmark Job Market Pricing Details – Academic Coordinator II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Coordinator II	Western Management Group EduComp (CSULAX), 2021	Responsible for all aspects of graduate and/or undergraduate academic administrative matters, such as registration, class schedules, course catalog, department brochures, and grades reporting. Monitors the progress of students toward degree completion, and performs related administrative, advisory, and editorial duties. Assists with activities related to attracting prospective students. May manage the department admission process, informing students of and overseeing department registration procedures. Keeps accurate and complete student records and ensures students complete college requirements. Processes student financial appointments. Serves as liaison between department and college administrative offices. Assists with student life issues, counseling and/or referring students as appropriate. May arrange special events and/or serve on departmental academic committees. May include supervisory/management responsibilities. Education and Experience: Bachelor degree (Master preferred) and at least 5 years of experience in an educational or administrative setting. Experience in a student services setting and/or advising students a plus.	-15% for Level	0	0.85
Academic Coordinator II	Western Management Group EduComp (CSULAX), 2021	Responsible for all aspects of graduate and/or undergraduate academic administrative matters, such as registration, class schedules, course catalog, department brochures, and grades reporting. Monitors the progress of students toward degree completion, and performs related administrative, advisory, and editorial duties. Assists with activities related to attracting prospective students. May manage the department admission process, informing students of and overseeing department registration procedures. Keeps accurate and complete student records and ensures students complete college requirements. Processes student financial appointments. Serves as liaison between department and college administrative offices. Assists with student life issues, counseling and/or referring students as appropriate. May arrange special events and/or serve on departmental academic committees. May include supervisory/management responsibilities. Education and Experience: Bachelor degree (Master preferred) and at least 5 years of experience in an educational or administrative setting. Experience in a student services setting and/or advising students a plus.	-15% for Level	1	0.85

Figure 64: CSU Benchmark Job Market Pricing Details – Academic Records Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Records Professional III	CompData Colleges & Universities - January, 2021	Supervises the daily operations of the admissions/registrar's office. Coordinates the production of the catalog, course scheduling, classroom space assignments, and registration processes. Verifies accuracy and completeness of state reports. Selects, trains, and evaluates staff. Bachelor's degree required and three years experience. JOB FAMILY: Enrollment Services.		0.33	0.85
Academic Records Professional III	Western Management Group EduComp (CSULAX), 2021	This position is located in a Central Business Unit that supports the entire University. Manages daily operation of the Registrar's Office and oversees computer applications that organize, store and analyze data. Assists in the development of and administers policies and procedures. Advises students and parents about the institution's regulations. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree and 5 - 7 years of experience in academic administration. Knowledge and skill in such areas as management and systems analysis and programming.		0	0.85
Academic Records Professional III	Western Management Group EduComp (CSULAX), 2021	This position is located in a Central Business Unit that supports the entire University. Manages daily operation of the Registrar's Office and oversees computer applications that organize, store and analyze data. Assists in the development of and administers policies and procedures. Advises students and parents about the institution's regulations. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree and 5 - 7 years of experience in academic administration. Knowledge and skill in such areas as management and systems analysis and programming.		0.34	0.85
Academic Records Professional III	Western Management Group EduComp (CSULAX), 2021	This position is located in a School or College or a business unit that supports a specific School or College. May hold a Dean, Associate Dean, VP or other Executive title. Directs and manages registrar operations (graduate and undergraduate) for the School/College, which include course scheduling, implementation and maintenance of an automated record keeping system, publication of catalogues and reports, course registration, degree audits, and certifications. Participates through membership on various committees in the development of regulations governing such areas as tuition, academic calendar, grading system, curricula requirements, and enrollment management. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. This is the top registrar position for the School/College. Education and Experience: Bachelor degree and 8 or more years of experience in academic administration. Expertise in such areas as management, computerized and manual record keeping systems.		0.34	0.85

Figure 65: CSU Benchmark Job Market Pricing Details – Academic Technologist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Technologist II	CompData Colleges & Universities - January, 2021	Coordinates with faculty to develop instructional materials and programs which support teaching and learning. Conducts training programs, creates user documentation to include instructions, and provides technical support in using instructional technology. Evaluates the effectiveness of technologies utilized. Manages relationships with vendors that develop and deliver these resources. Bachelor's degree required and two years experience. JOB FAMILY: Information Systems.		0.5	1
Academic Technologist II	Western Management Group EduComp (CSULAX), 2021	Works closely with clients/faculty to assess and implement technology into teaching, learning and/or research activities. Responds to client needs and collaborates with other information technology staff and clients to identify, develop and implement appropriate technology solutions for teaching, learning and/or research. Provides assistance in the direct integration of technology into course curricula, extra-curricular or co-curricular learning, and/or research projects. Participates in or lead projects to develop innovative uses of technology for research, student learning, and/or community building. Often will have an area of specialization such as multimedia support, instructional design, single computing facility supervision, media classroom support, etc. and will work as part of a larger learning technology support team. May supervise the activities of students and other part-time personnel. This position requires a solid foundational knowledge of information technology and may be charged with responsibility for emerging on-line learning modalities such as open courseware, live virtual courseware, and other software platforms in support of virtual and classroom based interactive learning. Knowledge of instructional design methodologies, pedagogical issues, and best practices for classroom, online and hybrid learning. Business titles may include reference to Instructional Learning, Educational technology, Distance Education, or Digital Learning. Education and Experience: Bachelor degree and 2 - 3 years teaching experience. Requires strong communication skills.		0.5	1

Figure 66: CSU Benchmark Job Market Pricing Details – Academic Technologist IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Academic Technologist IV	CompData Colleges & Universities - January, 2021	Collaborates with faculty to evaluate their needs and guides their selection of the instructional technology resources available. Assists faculty with incorporating technology into their course planning. Develops training programs for faculty and staff. Maintains awareness of emerging trends in instructional technology and pursues grants and other funding options to reduce the institution's expenses. Bachelor's degree required and five years experience. JOB FAMILY: Information Systems.		0.5	1
Academic Technologist IV	Western Management Group EduComp (CSULAX), 2021	Leads the integration of technology into teaching, learning, and/or research activities. Leads the development of resources, seminars, courses, or workshops to disseminate information about uses of technology. Initiates and lead projects to develop innovative uses of technology for research, student learning and/or community building. Consults on development of software applications, or works with on- or off-campus resources to develop or adapt software solutions. Collaborates with clients and information technology staff to resolve issues related to technology use in teaching, including application assessment, pedagogy, deployment methodologies, integration strategies, etc., and consults with other learning technology personnel to develop solutions for academic programs, departments, and similar units. Provides expertise and support in applying instructional design methodologies to the development, implementation, and evaluation of face-to-face, hybrid, and online courses. Leads complex academic technology projects with wide impact at the university. Leads teams in designing tools or applications to solve learning, curricular, co-curricular, and/or research needs. Areas of specialization include instructional management systems, distance and telecommunicative learning, online education and instructional design, classroom media integration, computing facility management, and integrated technology-based course design (e.g. integrating documentation, training, course delivery, cluster usage, etc.). Frequently supervises students and staff. This position requires demonstrated comprehensive knowledge of information technology and may be charged with responsibility for emerging on-line learning modalities such as open courseware, live virtual courseware, and other software platforms in support of virtual and classroom based interactive learning. Business titles may include reference to Instructional Learning, Educational technology, Distance Education, or Digital Learning. Education and Experience: Bachelor degree in instructional design, educational technology or related field required, and 7+ years of experience supporting faculty use of technology to further the instructional mission or first-hand use of a variety of instructional technologies essential. Broad technical skills/experience including designing applications or tools, understanding of the software development life-cycle, Mac/PC, web development, on-line conferencing, multimedia, presentation tools, and emerging technologies.		0.5	1

Figure 67: CSU Benchmark Job Market Pricing Details – Accompanist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accompanist II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides musical accompaniment for rehearsals, performances, and special events. Collaborates regularly with students and faculty.	Weighted 1 for	1	1
Accompanist II	ERI Salary Assessor (CSULAX), 2021	No Description		0	1

Figure 68: CSU Benchmark Job Market Pricing Details – Accountant II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accountant II	CompData Benchmark Pro - National - January, 2021	Prepares consolidated financial statements including balance sheets, profit, loss and subsidiary statements. Reviews and analyzes general ledger account balances. Verifies accuracy and makes recommendations for corrections. Prepares monthly reconciliations and balance sheets. May provide guidance to lower level employees. Bachelor's degree, thorough knowledge of accounting principles, and two years experience in general accounting. JOB FAMILY: Accounting and Finance.		0	1
Accountant II	CompData Colleges & Universities - January, 2021	Prepares consolidated financial statements including balance sheets, profit, loss and subsidiary statements. Reviews and analyzes general ledger account balances. Verifies accuracy and makes recommendations for corrections. Prepares monthly reconciliations and balance sheets. May provide guidance to lower level employees. Bachelor's degree, thorough knowledge of accounting principles, and two years experience in general accounting. JOB FAMILY: Accounting and Finance.		0.25	1
Accountant II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: •Financial transaction recording standards •Control/reconciliation of accounts and records •Cost accounting/budgeting •Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) •May include administrative/transactional accounting support work, such as ledger maintenance and data entry An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0	1
Accountant II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: •Financial transaction recording standards •Control/reconciliation of accounts and records •Cost accounting/budgeting •Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) •May include administrative/transactional accounting support work, such as ledger maintenance and data entry An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Accountant II	Western Management Group CompBase - Summer (CSULAX), 2021	Following general instructions and with discretion as to work details, performs accounting tasks of a difficult nature requiring an experienced, professional knowledge of accounting principles and practices. Provides specialized or general analysis support in various accounting functions such as Accounts Receivable, Accounts Payable, Payroll, Cost Accounting, Property Accounting, General Accounting and the like. Interprets accounting data, analyzes reports and recommends action to be taken. Prepares difficult journal entries, maintains complex ledgers, reconciles and analyzes specific cost account ledgers. Assists in the development and installation of accounting systems, cost accounting methods, procedures and controls. May establish and maintain property accounting records. Reviews the preparation of various financial statements, records and reports compiled by lower level accounting support personnel. May provide work leadership for an accounting functional unit such as Payroll, Accounts Receivable, Cost Accounting, Consolidations and similar functions. EDUCATION AND EXPERIENCE: Bachelor's Degree in Accounting, Business Administration, an equivalent major or equivalent experience, and 2 years of professional accounting experience or CPA.		0	1
Accountant II	Western Management Group CompBase - Summer (CSULAX), 2021	Following general instructions and with discretion as to work details, performs accounting tasks of a difficult nature requiring an experienced, professional knowledge of accounting principles and practices. Provides specialized or general analysis support in various accounting functions such as Accounts Receivable, Accounts Payable, Payroll, Cost Accounting, Property Accounting, General Accounting and the like. Interprets accounting data, analyzes reports and recommends action to be taken. Prepares difficult journal entries, maintains complex ledgers, reconciles and analyzes specific cost account ledgers. Assists in the development and installation of accounting systems, cost accounting methods, procedures and controls. May establish and maintain property accounting records. Reviews the preparation of various financial statements, records and reports compiled by lower level accounting support personnel. May provide work leadership for an accounting functional unit such as Payroll, Accounts Receivable, Cost Accounting, Consolidations and similar functions. EDUCATION AND EXPERIENCE: Bachelor's Degree in Accounting, Business Administration, an equivalent major or equivalent experience, and 2 years of professional accounting experience or CPA.		0.16	1
Accountant II	Western Management Group EduComp (CSULAX), 2021	Following general instructions and with discretion as to work details, performs accounting tasks of a difficult nature requiring an experienced, professional knowledge of accounting principles and practices. Provides specialized or general analysis support in various accounting functions such as Accounts Receivable, Accounts Payable, Payroll, Cost Accounting, Property Accounting, General Accounting and the like. Interprets accounting data, analyzes reports and recommends action to be taken. Prepares difficult journal entries, maintains complex ledgers, reconciles and analyzes specific cost account ledgers. Assists in the development and installation of accounting systems, cost accounting methods, procedures and controls. May establish and maintain property accounting records. Reviews the preparation of various financial statements, records and reports compiled by lower level accounting support personnel. May provide work leadership for an accounting functional unit such as Payroll, Accounts Receivable, Cost Accounting, Consolidations and similar functions. Education and Experience: Bachelor degree in Accounting, Business Administration, an equivalent major or equivalent experience, and 2 - 4 years of professional accounting experience or CPA.		0	1
Accountant II	Western Management Group EduComp (CSULAX), 2021	Following general instructions and with discretion as to work details, performs accounting tasks of a difficult nature requiring an experienced, professional knowledge of accounting principles and practices. Provides specialized or general analysis support in various accounting functions such as Accounts Receivable, Accounts Payable, Payroll, Cost Accounting, Property Accounting, General Accounting and the like. Interprets accounting data, analyzes reports and recommends action to be taken. Prepares difficult journal entries, maintains complex ledgers, reconciles and analyzes specific cost account ledgers. Assists in the development and installation of accounting systems, cost accounting methods, procedures and controls. May establish and maintain property accounting records. Reviews the preparation of various financial statements, records and reports compiled by lower level accounting support personnel. May provide work leadership for an accounting functional unit such as Payroll, Accounts Receivable, Cost Accounting, Consolidations and similar functions. Education and Experience: Bachelor degree in Accounting, Business Administration, an equivalent major or equivalent experience, and 2 - 4 years of professional accounting experience or CPA.		0.25	1
Accountant II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets. Maintains accounting and financial records and reports, including general ledger, financial statements, regulatory and management reports. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1

Figure 69: CSU Benchmark Job Market Pricing Details – Accountant IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accountant IV	CompData Benchmark Pro - National - January, 2021	Prepares consolidated financial statements including balance sheets, profit, loss and subsidiary statements. Reviews and analyzes general ledger account balances. Verifies accuracy and makes recommendations for corrections. Prepares monthly reconciliations and balance sheets. May provide guidance to lower level employees. Bachelor's degree, thorough knowledge of accounting principles, and two years experience in general accounting. JOB FAMILY: Accounting and Finance.	*+20% for level	0	1.2
Accountant IV	CompData Colleges & Universities - January, 2021	Prepares consolidated financial statements including balance sheets, profit, loss and subsidiary statements. Reviews and analyzes general ledger account balances. Verifies accuracy and makes recommendations for corrections. Prepares monthly reconciliations and balance sheets. May provide guidance to lower level employees. Bachelor's degree, thorough knowledge of accounting principles, and two years experience in general accounting. JOB FAMILY: Accounting and Finance.	*+20% for level	0.25	1.2
Accountant IV	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: Financial transaction recording standards Control/reconciliation of accounts and records Cost accounting/budgeting Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) May include administrative/transactional accounting support work, such as ledger maintenance and data entry A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0	1
Accountant IV	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: Financial transaction recording standards Control/reconciliation of accounts and records Cost accounting/budgeting Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) May include administrative/transactional accounting support work, such as ledger maintenance and data entry A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0.17	1
Accountant IV	Western Management Group CompBase - Summer (CSULAX), 2021	Performs highly complex accounting tasks providing specialized analyses in various accounting functions such as Accounts Receivable, Accounts Payable, Cost Accounting and the like. Develops and recommends complex accounting systems, methods, procedures and controls. Develops and/or modifies major policies and procedures for financial reporting and cost analysis in specialized areas. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Accounting, Business Administration, a related field or equivalent experience, and 8 years of accounting experience.		0	1
Accountant IV	Western Management Group CompBase - Summer (CSULAX), 2021	Performs highly complex accounting tasks providing specialized analyses in various accounting functions such as Accounts Receivable, Accounts Payable, Cost Accounting and the like. Develops and recommends complex accounting systems, methods, procedures and controls. Develops and/or modifies major policies and procedures for financial reporting and cost analysis in specialized areas. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Accounting, Business Administration, a related field or equivalent experience, and 8 years of accounting experience.		0.16	1
Accountant IV	Western Management Group EduComp (CSULAX), 2021	Performs highly complex accounting tasks providing specialized analyses in various accounting functions such as Accounts Receivable, Accounts Payable, Cost Accounting and the like. Develops and recommends complex accounting systems, methods, procedures and controls. Develops and/or modifies major policies and procedures for financial reporting and cost analysis in specialized areas. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Education and Experience: Bachelor Degree in Accounting, Business Administration, a related field or equivalent experience, and 8 or more years accounting experience.		0	1
Accountant IV	Western Management Group EduComp (CSULAX), 2021	Performs highly complex accounting tasks providing specialized analyses in various accounting functions such as Accounts Receivable, Accounts Payable, Cost Accounting and the like. Develops and recommends complex accounting systems, methods, procedures and controls. Develops and/or modifies major policies and procedures for financial reporting and cost analysis in specialized areas. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. Education and Experience: Bachelor Degree in Accounting, Business Administration, a related field or equivalent experience, and 8 or more years accounting experience.		0.25	1
Accountant IV	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets. Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently, with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.		0.17	1

Figure 70: CSU Benchmark Job Market Pricing Details – Accounting Technician II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accounting Technician II	CompData Benchmark Pro - National - January, 2021	Performs non-routine, moderately complex accounting functions. Analyzes and processes transactions in all accounting areas. Reviews bank reconciliations and determines disposition of discrepancies. Resolves complex issues. Prepares summaries, reports, charts, and/or graphs as requested. Possesses a thorough knowledge of bookkeeping procedures. High school education or equivalent required and two years experience. JOB FAMILY: Accounting and Finance.		0	1
Accounting Technician II	CompData Colleges & Universities - January, 2021	Performs non-routine, moderately complex accounting functions. Analyzes and processes transactions in all accounting areas. Reviews bank reconciliations and determines disposition of discrepancies. Resolves complex issues. Prepares summaries, reports, charts, and/or graphs as requested. Possesses a thorough knowledge of bookkeeping procedures. High school education or equivalent required and two years experience. JOB FAMILY: Accounting and Finance.		0.5	1
Accounting Technician II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: •Financial transaction recording standards •Control/reconciliation of accounts and records •Cost accounting/budgeting •Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) •May include administrative/transactional accounting support work, such as ledger maintenance and data entry A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0	1
Accounting Technician II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work in general financial accounting activities of the organization, including: •Financial transaction recording standards •Control/reconciliation of accounts and records •Cost accounting/budgeting •Accounting reports/schedules for internal audiences (management reporting) and for external audiences (compliance reporting) •May include administrative/transactional accounting support work, such as ledger maintenance and data entry A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0.17	1
Accounting Technician II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs standard accounting clerical duties in the areas of Accounts Payable, Accounts Receivable, Cost Accounting, Transaction Processing, Payroll or Credit and Collections. Posts detailed entries to accounting records and handles routine transactions such as allotments, disbursements, payroll operations, voucher preparations and remittances, and prepares standard journal and ledger entries. Prepares and verifies various standard accounting entries for financial data processing system; reconciles report discrepancies and problems. May operate general business machines such as computer, calculator, typewriter, fax and similar office equipment. Excludes trainees. Excludes those with any lead responsibilities. EDUCATION AND EXPERIENCE: Ability to read, write and perform routine mathematical/accounting operations. Requires a minimum 1 year of related experience. Incumbents typically possess 3-4 years of related experience.	*+10% for Level	0	1.1
Accounting Technician II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs standard accounting clerical duties in the areas of Accounts Payable, Accounts Receivable, Cost Accounting, Transaction Processing, Payroll or Credit and Collections. Posts detailed entries to accounting records and handles routine transactions such as allotments, disbursements, payroll operations, voucher preparations and remittances, and prepares standard journal and ledger entries. Prepares and verifies various standard accounting entries for financial data processing system; reconciles report discrepancies and problems. May operate general business machines such as computer, calculator, typewriter, fax and similar office equipment. Excludes trainees. Excludes those with any lead responsibilities. EDUCATION AND EXPERIENCE: Ability to read, write and perform routine mathematical/accounting operations. Requires a minimum 1 year of related experience. Incumbents typically possess 3-4 years of related experience.	*+10% for Level	0.16	1.1
Accounting Technician II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Establishes and maintains accounting policies and controls, fiscal controls, preparing financial reports and safeguarding the organization's assets. Responsibilities are within the Accounting Function as a generalist or in a combination of Disciplines. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.17	1

Figure 71: CSU Benchmark Job Market Pricing Details – Accounts Payable/Receivable E III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accounts Payable/Receivable E III	CompData Benchmark Pro - National - January, 2021	Supervises the accounting clerks in the payment of bills for the organization, maintenance of the accounts payable ledger, and/or the processing and correction of billing records, credit, and collection activities and maintenance of the accounts receivable ledger. Associate's degree and four years experience. JOB FAMILY: Accounting and Finance.		0	1
Accounts Payable/Receivable E III	CompData Colleges & Universities - January, 2021	Supervises the accounting clerks in the payment of bills for the organization, maintenance of the accounts payable ledger, and/or the processing and correction of billing records, credit, and collection activities and maintenance of the accounts receivable ledger. Associate's degree and four years experience. JOB FAMILY: Accounting and Finance.		0.25	1
Accounts Payable/Receivable E III	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the organization's creditor and debtor accounts. Manages or performs work in some/all of the following areas: •Accounts Payable invoice verification, payment authorization and processing •Reconciliation of accounts payable ledgers to identify improper charges, validate transactions, and ensure accurate and timely payment of amounts due •Accounts Receivable invoice generation and verification of customer credit approval •Accounts Receivable payment processing and application to customer balances •Receivable age analysis and reporting A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Managing projects / processes, working independently with limited supervision. • Coaching and reviewing the work of lower level professionals. • Problems faced are difficult and sometimes complex.		0	1
Accounts Payable/Receivable E III	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the organization's creditor and debtor accounts. Manages or performs work in some/all of the following areas: •Accounts Payable invoice verification, payment authorization and processing •Reconciliation of accounts payable ledgers to identify improper charges, validate transactions, and ensure accurate and timely payment of amounts due •Accounts Receivable invoice generation and verification of customer credit approval •Accounts Receivable payment processing and application to customer balances •Receivable age analysis and reporting A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Managing projects / processes, working independently with limited supervision. • Coaching and reviewing the work of lower level professionals. • Problems faced are difficult and sometimes complex.		0.17	1
Accounts Payable/Receivable E III	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs non-routine accounting support duties in areas of Accounts Payable, Accounts Receivable, Cost Accounting, Transaction Processing, Payroll or Credit and Collection. Coordinates accounting process support and technical assistance for a broad customer base that can be either internal or external to the company. Collects and evaluates data regarding customer inquiries for the purpose of process improvements, training and trend monitoring. Provides customer support that includes problem-solving, answering questions and resolving issues. Performs specialized calculations, posting and accounting functions. Codes accounts payable invoices for proper account distribution, checks prices, quantities and extensions; receives remittances, posts to proper accounts and prepares transmittal documents; prepares and issues credit and debit memos; prepares, extends and issues bills and invoices from appropriate sales and shipping documents; prepares payroll input data, maintains payroll control; maintains expense report controls and accounts; makes up periodic reports summarizing business and financial activities. Codes data for input to financial data processing system; reconciles difficult report discrepancies and problems. Normally responsible for a complete and systematic set of transactions in a specific phase of accounting, requiring acquired knowledge of specified accounting policies and practices. May operate general business machines such as computer, calculator, typewriter, fax, and similar office equipment. May provide work leadership to others through assignment of work, monitoring of progress, review of results, orientation and technical instruction. EDUCATION AND EXPERIENCE: Requires a minimum of 3-5 years of general accounting or bookkeeping experience. Incumbents typically possess over 7-9 years of related experience.		0	1.1
Accounts Payable/Receivable E III	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs non-routine accounting support duties in areas of Accounts Payable, Accounts Receivable, Cost Accounting, Transaction Processing, Payroll or Credit and Collection. Coordinates accounting process support and technical assistance for a broad customer base that can be either internal or external to the company. Collects and evaluates data regarding customer inquiries for the purpose of process improvements, training and trend monitoring. Provides customer support that includes problem-solving, answering questions and resolving issues. Performs specialized calculations, posting and accounting functions. Codes accounts payable invoices for proper account distribution, checks prices, quantities and extensions; receives remittances, posts to proper accounts and prepares transmittal documents; prepares and issues credit and debit memos; prepares, extends and issues bills and invoices from appropriate sales and shipping documents; prepares payroll input data, maintains payroll control; maintains expense report controls and accounts; makes up periodic reports summarizing business and financial activities. Codes data for input to financial data processing system; reconciles difficult report discrepancies and problems. Normally responsible for a complete and systematic set of transactions in a specific phase of accounting, requiring acquired knowledge of specified accounting policies and practices. May operate general business machines such as computer, calculator, typewriter, fax, and similar office equipment. May provide work leadership to others through assignment of work, monitoring of progress, review of results, orientation and technical instruction. EDUCATION AND EXPERIENCE: Requires a minimum of 3-5 years of general accounting or bookkeeping experience. Incumbents typically possess over 7-9 years of related experience.		0.16	1.1
Accounts Payable/Receivable E III	Western Management Group EduComp (CSULAX), 2021	Oversees the processing and verification of invoices, coding of expenses, preparation of vouchers and issuance of checks for payment. Balances accounts by researching and analyzing transactions and by searching computer databases and resource documents; resolves discrepancies. Facilitates audits performed by internal and external staff by ensuring information is accessible, responding to questions and working with auditors to resolve issues. Supervises staff. Education and Experience: Bachelor degree in business administration or a related field and 5 - 7 years of accounting, data management, planning and/or budgeting experience.	-15% for Leve	0	0.85
Accounts Payable/Receivable E III	Western Management Group EduComp (CSULAX), 2021	Oversees the processing and verification of invoices, coding of expenses, preparation of vouchers and issuance of checks for payment. Balances accounts by researching and analyzing transactions and by searching computer databases and resource documents; resolves discrepancies. Facilitates audits performed by internal and external staff by ensuring information is accessible, responding to questions and working with auditors to resolve issues. Supervises staff. Education and Experience: Bachelor degree in business administration or a related field and 5 - 7 years of accounting, data management, planning and/or budgeting experience.	-15% for Leve	0.25	0.85
Accounts Payable/Receivable E III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions. Pays vendor invoices and receives and posts customer payments on a timely basis. Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports. Prepares analyses and reconciliations of bill runs to detect fraud. Ensures that transaction entry verification procedures are followed. May prepare and deliver low-volume customer billing and respond to resulting queries. LEVEL: Career (Professional) (P3), ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 72: CSU Benchmark Job Market Pricing Details – Accounts Payable Technician II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Accounts Payable Technician II	CompData Benchmark Pro - National - January, 2021	Ensures all accounts payable/receivable documents are compiled according to established procedures. Verifies and prepares invoices for entry. Keeps detailed records of all incoming and outgoing checks. Posts daily cash receipts and performs monthly reconciliations. Distributes monthly financial reports. Prepares month- and year-end closings. Associate's degree required and two years experience. JOB FAMILY: Accounting and Finance.		0.17	1
Accounts Payable Technician II	CompData Colleges & Universities - January, 2021	Ensures all accounts payable/receivable documents are compiled according to established procedures. Verifies and prepares invoices for entry. Keeps detailed records of all incoming and outgoing checks. Posts daily cash receipts and performs monthly reconciliations. Distributes monthly financial reports. Prepares month- and year-end closings. Associate's degree required and two years experience. JOB FAMILY: Accounting and Finance.		0.5	1
Accounts Payable Technician II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the organization's creditor and debtor accounts. Manages or performs work in some/all of the following areas: •Accounts Payable invoice verification, payment authorization and processing •Reconciliation of accounts payable ledgers to identify improper charges, validate transactions, and ensure accurate and timely payment of amounts due •Accounts Receivable invoice generation and verification of customer credit approval •Accounts Receivable payment processing and application to customer balances •Receivable age analysis and reporting A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0	1
Accounts Payable Technician II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the organization's creditor and debtor accounts. Manages or performs work in some/all of the following areas: •Accounts Payable invoice verification, payment authorization and processing •Reconciliation of accounts payable ledgers to identify improper charges, validate transactions, and ensure accurate and timely payment of amounts due •Accounts Receivable invoice generation and verification of customer credit approval •Accounts Receivable payment processing and application to customer balances •Receivable age analysis and reporting A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0.17	1
Accounts Payable Technician II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Prepares, records, verifies, analyzes and reports accounts payable/receivable transactions. Pays vendor invoices and receives and posts customer payments on a timely basis. Maintains and reconciles accounts payable/receivable ledger accounts, financial statements and reports. Prepares analyses and reconciliations of bill runs to detect fraud. Ensures that transaction entry verification procedures are followed. May prepare and deliver low-volume customer billing and respond to resulting queries. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.16	1

Figure 73: CSU Benchmark Job Market Pricing Details – Administrative Analyst/Specialist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Analyst/Specialist II	CompData Benchmark Pro - National - January, 2021	Assesses and documents business requirements, makes priority recommendations, and advises on business options, risks, and costs. Reviews, analyzes, and evaluates business and user needs and documents findings. Reviews and recommends changes to business processes to increase system effectiveness for end users. Bachelor's degree required and two years experience. JOB FAMILY: General Office.		0	1
Administrative Analyst/Specialist II	CompData Colleges & Universities - January, 2021	Assesses and documents business requirements, makes priority recommendations, and advises on business options, risks, and costs. Reviews, analyzes, and evaluates business and user needs and documents findings. Reviews and recommends changes to business processes to increase system effectiveness for end users. Bachelor's degree required and two years experience. JOB FAMILY: General Office.		0	1
Administrative Analyst/Specialist II	Mercer Benchmark - United States, 2021	General Office Operations includes planning and implementing projects that impact the entire office and/or specific departments including: Analyzing and developing office or department budgets. Implementing corporate programs and requirements at the local office level. Researching vendors for office supplies/equipment and outsourcing services. Analyzing and projecting staffing needs. Planning office events, moves, and assisting with office space planning. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration, document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Administrative Analyst/Specialist II	Mercer Benchmark - United States, 2021	General Office Operations includes planning and implementing projects that impact the entire office and/or specific departments including: Analyzing and developing office or department budgets. Implementing corporate programs and requirements at the local office level. Researching vendors for office supplies/equipment and outsourcing services. Analyzing and projecting staffing needs. Planning office events, moves, and assisting with office space planning. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration, document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.5	1
Administrative Analyst/Specialist II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.5	1

Figure 74: CSU Benchmark Job Market Pricing Details – Administrative Analyst/Specialist IV

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Analyst/Specialist IV	CompData Benchmark Pro - National - January, 2021	Gathers, validates, and translates requirements into design and development specifications while providing product management. Reviews, modifies, and recommends database and system applications requirements. Possesses knowledge of business structures, direction and strategy, life cycle processes, and development practices. Provides management with monthly reports. Mentors and trains subordinate analysts. Bachelors degree required and four years experience. JOB FAMILY: General Office.		0	1
Administrative Analyst/Specialist IV	CompData Colleges & Universities - January, 2021	Gathers, validates, and translates requirements into design and development specifications while providing product management. Reviews, modifies, and recommends database and system applications requirements. Possesses knowledge of business structures, direction and strategy, life cycle processes, and development practices. Provides management with monthly reports. Mentors and trains subordinate analysts. Bachelor's degree required and four years experience. JOB FAMILY: General Office.		0.25	1
Administrative Analyst/Specialist IV	Mercer Benchmark - United States, 2021	General Office Operations includes planning and implementing projects that impact the entire office and/or specific departments including: Analyzing and developing office or department budgets. Implementing corporate programs and requirements at the local office level. Researching vendors for office supplies/equipment and outsourcing services. Analyzing and projecting staffing needs. Planning office events, moves, and assisting with office space planning. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects /processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1
Administrative Analyst/Specialist IV	Mercer Benchmark - United States, 2021	General Office Operations includes planning and implementing projects that impact the entire office and/or specific departments including: Analyzing and developing office or department budgets. Implementing corporate programs and requirements at the local office level. Researching vendors for office supplies/equipment and outsourcing services. Analyzing and projecting staffing needs. Planning office events, moves, and assisting with office space planning. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects /processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.25	1
Administrative Analyst/Specialist IV	Western Management Group EduComp (CSULAX), 2021	Manages the daily operation of a small academic department within a school or college, primarily in the areas of human resources, compliance and financial management. Represents the department on business affairs and/or faculty affairs to the institution community. Develops and prepares budgets and financial reports for grants, general appropriations, endowments, and other funds. Provides input into non-technical portions of grant and contract proposals. Coordinates and participates in a variety of human resources activities including employment, labor relations, benefits, training, and classification for unit/department. Supervises a small staff of non-exempt employees. Liaises with Faculty. Directly reports to an upper-level Business Administrator. Typically responsible for a budget (including grants & contracts) of up to \$2 M. Education and Experience: Bachelor degree in business, accounting or a related field and 1 - 2 years of experience in administrative/supervisory capacity.		0	1
Administrative Analyst/Specialist IV	Western Management Group EduComp (CSULAX), 2021	Manages the daily operation of a small academic department within a school or college, primarily in the areas of human resources, compliance and financial management. Represents the department on business affairs and/or faculty affairs to the institution community. Develops and prepares budgets and financial reports for grants, general appropriations, endowments, and other funds. Provides input into non-technical portions of grant and contract proposals. Coordinates and participates in a variety of human resources activities including employment, labor relations, benefits, training, and classification for unit/department. Supervises a small staff of non-exempt employees. Liaises with Faculty. Directly reports to an upper-level Business Administrator. Typically responsible for a budget (including grants & contracts) of up to \$2 M. Education and Experience: Bachelor degree in business, accounting or a related field and 1 - 2 years of experience in administrative/supervisory capacity.		0.25	1
Administrative Analyst/Specialist IV	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.25	1

Figure 75: CSU Benchmark Job Market Pricing Details – Administrative Support Assistant II (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Support Assistant II	CompData Benchmark Pro - National - January, 2021	Performs a variety of administrative tasks including budget preparation, scheduling, reporting and tracking information for an executive. Prepares simple analyses of information or data. Checks and follows-up as required. Makes interpretations and recommendations. Reviews and answers correspondence. Coordinates collection and preparation of operating reports. Performs clerical duties such as keyboarding, scheduling and opening mail. May develop appropriate methods to handle information. Strong communication, interpersonal and secretarial skills. Knowledge of organization policy and procedures and department operations. High school education and two years secretarial experience. JOB FAMILY: General Office.	~10% for Level	0	0.9
Administrative Support Assistant II	CompData Benchmark Pro - National - January, 2021	Performs moderately complex clerical functions including receiving, classifying, reordering, consolidating, and summarizing documents and information. Maintains records or logs. Verifies completeness and accuracy of information. Sets-up and maintains files and records. Uses PC, calculator, and other standard office equipment for recording, storing, retrieving, and compiling information. Compiles regular and special reports using established formats and procedures. Possesses knowledge of organization or department procedures. High school education or equivalent required and two years experience. JOB FAMILY: General Office.		0	1
Administrative Support Assistant II	CompData Colleges & Universities - January, 2021	Performs a variety of administrative tasks including budget preparation, scheduling, reporting and tracking information for an executive. Prepares simple analyses of information or data. Checks and follows-up as required. Makes interpretations and recommendations. Reviews and answers correspondence. Coordinates collection and preparation of operating reports. Performs clerical duties such as keyboarding, scheduling and opening mail. May develop appropriate methods to handle information. Strong communication, interpersonal and secretarial skills. Knowledge of organization policy and procedures and department operations. High school education and two years secretarial experience. JOB FAMILY: General Office.	~10% for Level	0.13	0.9
Administrative Support Assistant II	CompData Colleges & Universities - January, 2021	Performs moderately complex clerical functions including receiving, classifying, reordering, consolidating, and summarizing documents and information. Maintains records or logs. Verifies completeness and accuracy of information. Sets-up and maintains files and records. Uses PC, calculator, and other standard office equipment for recording, storing, retrieving, and compiling information. Compiles regular and special reports using established formats and procedures. Possesses knowledge of organization or department procedures. High school education or equivalent required and two years experience. JOB FAMILY: General Office.		0.13	1
Administrative Support Assistant II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs administrative and office support activities, may support faculty, professionals, or a team; performs word processing, creates spreadsheets and presentations, files, and handles basic correspondence. Titles may include administrative associate, administrative support coordinator, and similar.	~10% for Level	0.25	0.9
Administrative Support Assistant II	Mercor Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. Responsibilities typically include: -Works under moderate supervision. -Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. -Communicates information that requires some explanation or interpretation.		0	1
Administrative Support Assistant II	Mercor Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. Responsibilities typically include: -Works under moderate supervision. -Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. -Communicates information that requires some explanation or interpretation.		0.08	1
Administrative Support Assistant II	Mercor Benchmark - United States, 2021	Secretary/Administrative Assistant work is focused on supporting individuals, small teams or departments (vs. the entire office) including: Document editing, proofing, formatting, and production. Data entry and paper/electronic document filing/archiving. Scheduling/coordination of meetings, diaries, and travel arrangements. Receiving/relaying telephone messages from internal and external sources. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in dean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM Para-Professional/Support CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Administrative Support Assistant II	Mercor Benchmark - United States, 2021	Secretary/Administrative Assistant work is focused on supporting individuals, small teams or departments (vs. the entire office) including: Document editing, proofing, formatting, and production. Data entry and paper/electronic document filing/archiving. Scheduling/coordination of meetings, diaries, and travel arrangements. Receiving/relaying telephone messages from internal and external sources. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in dean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM Para-Professional/Support CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.09	1
Administrative Support Assistant II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs a variety of semi-routine clerical duties of moderate complexity requiring the exercise of some discretion and use of limited judgment and initiative. Follows written and verbal instructions with work usually subject to spot check. Performs duties such as maintaining complex files, keeping records, preparing schedules, compiling data for reports, searching and investigating information contained in files, processing departmental documents, posting records and typing correspondence and reports from rough drafts. May operate general business machines such as typewriter, copier, calculator, computer, fax or other similar machines. May work in functional areas such as purchasing, material control, engineering support, human resources, marketing, manufacturing or other areas. Excludes trainees. EDUCATION AND EXPERIENCE: Reading, writing, arithmetic and communicative skills equivalent to those obtained in high school or commensurate experience. Requires 1 year of work related experience. Incumbents typically possess 3-4 years of related experience. Typing proficiency of 50-60 wpm may be required. May require a working knowledge of commonly used PC applications such as word processing, spreadsheets and databases.		0	1

Figure 75: CSU Benchmark Job Market Pricing Details – Administrative Support Assistant II (2 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Support Assistant II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs a variety of semi-routine clerical duties of moderate complexity requiring the exercise of some discretion and use of limited judgment and initiative. Follows written and verbal instructions with work usually subject to spot check. Performs duties such as maintaining complex files, keeping records, preparing schedules, compiling data for reports, searching and investigating information contained in files, processing departmental documents, posting records and typing correspondence and reports from rough drafts. May operate general business machines such as typewriter, copier, calculator, computer, fax or other similar machines. May work in functional areas such as purchasing, material control, engineering support, human resources, marketing, manufacturing or other areas. Excludes trainees. EDUCATION AND EXPERIENCE: Reading, writing, arithmetic and communicative skills equivalent to those obtained in high school or commensurate experience. Requires 1 year of work related experience. Incumbents typically possess 3-4 years of related experience. Typing proficiency of 50-60 wpm may be required. May require a working knowledge of commonly used PC applications such as word processing, spreadsheets and databases.		0.08	1
Administrative Support Assistant II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, provides routine administrative support for a department or administrative unit. Researches and obtains information for routine reports and special assignments. Compiles and analyzes data, and prepares reports for action by superior. Investigates assigned problems using established company or department policies and practices to determine method of research, data and information requirements and analysis techniques. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between departments and outside parties. Contacts company personnel at all organizational levels to gather information and prepare reports. Work generally requires a broad working knowledge of departmental and company practices, policies, programs, and product line. Typically uses common software packages for word processing and spreadsheets, and may use databases and graphics and desktop publishing applications. Answers telephones, screens calls and forwards messages. Opens, sorts and routes mail to the appropriate persons. Prepares and proofreads letters, reports and other correspondence. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. Typically supports one or more managers and/or staff in a department or administrative unit. EDUCATION AND EXPERIENCE: High School graduate and 1-2 years of clerical or secretarial experience, or equivalent combination of business school/secretarial training and job-related experience. Typically requires word-processing and other personal computer experience.		0	1
Administrative Support Assistant II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, provides routine administrative support for a department or administrative unit. Researches and obtains information for routine reports and special assignments. Compiles and analyzes data, and prepares reports for action by superior. Investigates assigned problems using established company or department policies and practices to determine method of research, data and information requirements and analysis techniques. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between departments and outside parties. Contacts company personnel at all organizational levels to gather information and prepare reports. Work generally requires a broad working knowledge of departmental and company practices, policies, programs, and product line. Typically uses common software packages for word processing and spreadsheets, and may use databases and graphics and desktop publishing applications. Answers telephones, screens calls and forwards messages. Opens, sorts and routes mail to the appropriate persons. Prepares and proofreads letters, reports and other correspondence. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. Typically supports one or more managers and/or staff in a department or administrative unit. EDUCATION AND EXPERIENCE: High School graduate and 1-2 years of clerical or secretarial experience, or equivalent combination of business school/secretarial training and job-related experience. Typically requires word-processing and other personal computer experience.		0.08	1
Administrative Support Assistant II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Provides secretarial/administrative support to non-executive employees or groups in the organization. Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc. Receives, screens and directs incoming calls, visitors, mail and email. Maintains files, records, calendars and diaries. May arrange business travel, coordinate meeting arrangements, and/or track expenses. LEVEL: Intermediate (Business Support) (U2). ALIGNS WITH: Global Grades 05 and 06. Has working knowledge and skills developed through formal training or work experience. Works within established procedures with a moderate degree of supervision. Identifies the problem and all relevant issues in straightforward situations, assesses each using standard procedures and makes sound decisions. Global Grade 06 Differentiators: Has prior relevant training or related work experience. Performs routine tasks following specific instructions or under close supervision. Work is clearly defined and completed according to instruction. Global Grade 05 Differentiators: Has limited prior relevant training or work experience. Has limited discretion to vary from established procedures.		0.09	1
Administrative Support Assistant II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Supports general business operations by providing various administrative support activities as a generalist or in a combination of Disciplines in the Administrative Services Function. LEVEL: Intermediate (Business Support) (U2). ALIGNS WITH: Global Grades 05 and 06. Has working knowledge and skills developed through formal training or work experience. Works within established procedures with a moderate degree of supervision. Identifies the problem and all relevant issues in straightforward situations, assesses each using standard procedures and makes sound decisions. Global Grade 06 Differentiators: Has prior relevant training or related work experience. Performs routine tasks following specific instructions or under close supervision. Work is clearly defined and completed according to instruction. Global Grade 05 Differentiators: Has limited prior relevant training or work experience. Has limited discretion to vary from established procedures.		0.08	1

Figure 76: CSU Benchmark Job Market Pricing Details – Administrative Support Coordinator I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Support Coordinator I	CompData Benchmark Pro - National - January, 2021	Performs a variety of administrative tasks including budget preparation, scheduling, reporting and tracking information for an executive. Prepares simple analyses of information or data. Checks and follows-up as required. Makes interpretations and recommendations. Reviews and answers correspondence. Coordinates collection and preparation of operating reports. Performs clerical duties such as keyboarding, scheduling and opening mail. May develop appropriate methods to handle information. Strong communication, interpersonal and secretarial skills. Knowledge of organization policy and procedures and department operations. High school education and two years secretarial experience. JOB FAMILY: General Office.		0	1
Administrative Support Coordinator I	CompData Colleges & Universities - January, 2021	Performs a variety of administrative tasks including budget preparation, scheduling, reporting and tracking information for an executive. Prepares simple analyses of information or data. Checks and follows-up as required. Makes interpretations and recommendations. Reviews and answers correspondence. Coordinates collection and preparation of operating reports. Performs clerical duties such as keyboarding, scheduling and opening mail. May develop appropriate methods to handle information. Strong communication, interpersonal and secretarial skills. Knowledge of organization policy and procedures and department operations. High school education and two years secretarial experience. JOB FAMILY: General Office.		0.25	1
Administrative Support Coordinator I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of administrative tasks, including answering telephones, typing or word processing, making copies of documents, and maintaining records. May also involve more technical work, but the general function is administrative in nature. These positions are functionally knowledgeable and often serve as the lead for a group of administrative support workers, assigning tasks, prioritizing, and coordinating activities as a backup to the supervisor. Report supervisors under 500000 in the Professionals Survey, whether exempt or non-exempt.		0.25	1
Administrative Support Coordinator I	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0	1
Administrative Support Coordinator I	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0.17	1
Administrative Support Coordinator I	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision and acting on own initiative and direction, provides moderately complex administrative support for one or more departments or administrative units. Typically supports multiple managers and/or staff. Researches and obtains information for routine and moderately complex reports and special assignments. Executes special or continuous research and moderately complex data analysis. Analyzes problems, determines approach, compiles and analyzes data, and prepares reports/recommendations for action by superior. Contacts company personnel at all organizational levels to gather information and prepare reports. May act as coordinator of departmental projects, following up on pending details, coordinating project team activities and ensuring deadlines are met. Work is generally of a critical or confidential nature and requires a broad knowledge of departmental and company practices, policies, programs, and product line. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between departments and outside parties. Answers telephones, screens calls and forwards messages. Answers routine correspondence and routes mail to the appropriate persons. Composes, prepares, edits and proofreads letters, reports and other correspondence. Typically uses software packages for word processing, spreadsheets, databases, graphics and desktop publishing applications. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. May provide guidance or work leadership to lower level clerical or administrative staff. Typically supports one or more managers and/or staff in a department or administrative unit, or may support multiple departments. EDUCATION AND EXPERIENCE: High School graduate and 3-5 years of secretarial or administrative support experience, or equivalent combination of advanced business school/secretarial training and job-related experience. Typically requires advanced word-processing and other personal computer skills.		0	1
Administrative Support Coordinator I	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision and acting on own initiative and direction, provides moderately complex administrative support for one or more departments or administrative units. Typically supports multiple managers and/or staff. Researches and obtains information for routine and moderately complex reports and special assignments. Executes special or continuous research and moderately complex data analysis. Analyzes problems, determines approach, compiles and analyzes data, and prepares reports/recommendations for action by superior. Contacts company personnel at all organizational levels to gather information and prepare reports. May act as coordinator of departmental projects, following up on pending details, coordinating project team activities and ensuring deadlines are met. Work is generally of a critical or confidential nature and requires a broad knowledge of departmental and company practices, policies, programs, and product line. Makes appointments, travel arrangements, meeting arrangements and coordinates activities between departments and outside parties. Answers telephones, screens calls and forwards messages. Answers routine correspondence and routes mail to the appropriate persons. Composes, prepares, edits and proofreads letters, reports and other correspondence. Typically uses software packages for word processing, spreadsheets, databases, graphics and desktop publishing applications. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. May provide guidance or work leadership to lower level clerical or administrative staff. Typically supports one or more managers and/or staff in a department or administrative unit, or may support multiple departments. EDUCATION AND EXPERIENCE: High School graduate and 3-5 years of secretarial or administrative support experience, or equivalent combination of advanced business school/secretarial training and job-related experience. Typically requires advanced word-processing and other personal computer skills.		0.16	1
Administrative Support Coordinator I	WTW General Industry Office and Business Support - Job-Level Report, 2021	Provides secretarial/administrative support to nonexecutive employees or groups in the organization. Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc. Receives, screens and directs incoming calls, visitors, mail and email. Maintains files, records, calendars and diaries. May arrange business travel, coordinate meeting arrangements, and/or track expenses. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.17	1

Figure 77: CSU Benchmark Job Market Pricing Details – Administrative Support Coordinator II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Administrative Support Coordinator II	CompData Benchmark Pro - National - January, 2021	Provides general secretarial and administrative support to a department or group of professionals under general supervision. Performs work that is varied and generally administrative or project oriented. Requires a broad understanding of organization operations, organizational procedures, and personnel. Handles confidential and sensitive material. Makes some independent decisions regarding planning, organizing, and scheduling work. Associate's degree required and five years experience. JOB FAMILY: General Office.		0	1
Administrative Support Coordinator II	CompData Colleges & Universities - January, 2021	Provides general secretarial and administrative support to a department or group of professionals under general supervision. Performs work that is varied and generally administrative or project oriented. Requires a broad understanding of organization operations, organizational procedures, and personnel. Handles confidential and sensitive material. Makes some independent decisions regarding planning, organizing, and scheduling work. Associate's degree required and five years experience. JOB FAMILY: General Office.		0.25	1
Administrative Support Coordinator II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of administrative tasks, including answering telephones, typing or word processing, making copies of documents, and maintaining records. May also involve more technical work, but the general function is administrative in nature. These positions are functionally knowledgeable and often serve as the lead for a group of administrative support workers, assigning tasks, prioritizing, and coordinating activities as a backup to the supervisor. Report supervisors under 500000 in the Professionals Survey, whether exempt or non-exempt.		0.25	1
Administrative Support Coordinator II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Working under limited supervision for non-routine situations and may be responsible for leading daily operations. • Training, delegating and reviewing the work of lower level employees. • Problems are typically difficult and non-routine but not complex.		0	1
Administrative Support Coordinator II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Working under limited supervision for non-routine situations and may be responsible for leading daily operations. • Training, delegating and reviewing the work of lower level employees. • Problems are typically difficult and non-routine but not complex.		0.17	1
Administrative Support Coordinator II	Western Management Group CompBase - Summer (CSULAX), 2021	Under minimum supervision and acting on own initiative and direction, provides complex administrative support for one or more departments or administrative units. Typically supports multiple managers and/or staff. Independently researches and obtains information for complex reports and special assignments. Executes special or continuous research and complex data analysis. Analyzes complex problems, determines approach, compiles and analyzes data, and prepares reports/recommendations for action by superior. Contacts company personnel at all organizational levels to gather information and prepare reports. May act as coordinator of departmental projects, following up on pending details, coordinating project team activities and ensuring deadlines are met. Work is generally of a critical or confidential nature and requires a broad knowledge of departmental and company practices, policies, programs, and product line. May monitor department or project budget, keeping management apprised of budgetary status. Makes appointments, travel arrangements, meeting arrangements and coordinates complex activities between departments and outside parties. Answers mail, phone calls and inquiries on own initiative, routing correspondence to the appropriate person if necessary. Composes, prepares, edits and proofreads letters, reports and other correspondence. Typically uses software packages for word processing, spreadsheets, databases, graphics and desktop publishing applications. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. May provide guidance or work leadership to lower level clerical or administrative staff. Typically supports one or more managers and/or staff in a department or administrative unit, or may support multiple departments. EDUCATION AND EXPERIENCE: High School graduate and 5 or more years of secretarial or administrative support experience, or equivalent combination of advanced business school/secretarial training and job-related experience. Typically requires advanced word-processing and other personal computer skills.		0	1
Administrative Support Coordinator II	Western Management Group CompBase - Summer (CSULAX), 2021	Under minimum supervision and acting on own initiative and direction, provides complex administrative support for one or more departments or administrative units. Typically supports multiple managers and/or staff. Independently researches and obtains information for complex reports and special assignments. Executes special or continuous research and complex data analysis. Analyzes complex problems, determines approach, compiles and analyzes data, and prepares reports/recommendations for action by superior. Contacts company personnel at all organizational levels to gather information and prepare reports. May act as coordinator of departmental projects, following up on pending details, coordinating project team activities and ensuring deadlines are met. Work is generally of a critical or confidential nature and requires a broad knowledge of departmental and company practices, policies, programs, and product line. May monitor department or project budget, keeping management apprised of budgetary status. Makes appointments, travel arrangements, meeting arrangements and coordinates complex activities between departments and outside parties. Answers mail, phone calls and inquiries on own initiative, routing correspondence to the appropriate person if necessary. Composes, prepares, edits and proofreads letters, reports and other correspondence. Typically uses software packages for word processing, spreadsheets, databases, graphics and desktop publishing applications. Operates general office equipment such as personal computer, typewriter, Dictaphone, copier, calculator, fax or other office machines. May provide guidance or work leadership to lower level clerical or administrative staff. Typically supports one or more managers and/or staff in a department or administrative unit, or may support multiple departments. EDUCATION AND EXPERIENCE: High School graduate and 5 or more years of secretarial or administrative support experience, or equivalent combination of advanced business school/secretarial training and job-related experience. Typically requires advanced word-processing and other personal computer skills.		0.16	1
Administrative Support Coordinator II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Provides secretarial/administrative support to nonexecutive employees or groups in the organization. Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc. Receives, screens and directs incoming calls, visitors, mail and email. Maintains files, records, calendars and diaries. May arrange business travel, coordinate meeting arrangements, and/or track expenses. LEVEL: Lead/Advanced (Business Support) (U4). ALIGNS WITH: Global Grades 08 and 09. Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience. May act as a lead, coordinating and facilitating the work of others, but is not a supervisor. Works autonomously within established procedures and practices. May support the development of new and innovative solutions to complex problems. Spends a majority of working time performing the same work processes and activities as employees on team. Global Grade 09 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Supports the delivery of new solutions to complex problems where precedent may not exist. Global Grade 08 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. May support the development of solutions to complex problems of a recurring nature.		0.17	1

Figure 78: CSU Benchmark Job Market Pricing Details – Admissions Professional I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Admissions Professional I	CompData Colleges & Universities - January, 2021	Plans and implements educational outreach recruitment activities. Conducts pre-admission interviews and counsels prospective applicants on the admissions process. Reviews materials submitted by applicants, evaluates grades, entrance examinations, and letters of recommendation. Bachelor's degree required and two years experience. JOB FAMILY: Enrollment Services.	-10% for Level	0.5	0.9
Admissions Professional I	Western Management Group EduComp (CSULAX), 2021	Recruits, evaluates, and participates in the selection of candidates for admission. Maintains liaison with all organizations and individuals involved in the admissions process. Develops public presentations designed to promote the institution. Advises parents and applicants about educational planning and processes. Education and Experience: Bachelor degree and up to 3 years of experience in student services functions.	-10% for Level	0	0.9
Admissions Professional I	Western Management Group EduComp (CSULAX), 2021	Recruits, evaluates, and participates in the selection of candidates for admission. Maintains liaison with all organizations and individuals involved in the admissions process. Develops public presentations designed to promote the institution. Advises parents and applicants about educational planning and processes. Education and Experience: Bachelor degree and up to 3 years of experience in student services functions.	-10% for Level	0.5	0.9

Figure 79: CSU Benchmark Job Market Pricing Details – Advancement Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Advancement Professional II	CompData Colleges & Universities - January, 2021	Drafts annual giving phone appeals and mail solicitations. Writes acknowledgements and personalized letters in response to received gifts. Assists with developing fiscal year calendar outlining specific programs. Bachelor's degree required and one year experience. JOB FAMILY: External Affairs.	+10% for level	0.5	1.1
Advancement Professional II	Western Management Group EduComp (CSULAX), 2021	Encourages alumni, students, parents and friends to renew their ties to the organization by making annual gifts. Assists with administration and design of annual appeals and the annual fund cycle. Prioritizes solicitation of prospects, and tracks and analyzes results of development activities. Education and Experience: Bachelor degree and 2 years of experience, or a combination of education and relevant experience.		0	1
Advancement Professional II	Western Management Group EduComp (CSULAX), 2021	Encourages alumni, students, parents and friends to renew their ties to the organization by making annual gifts. Assists with administration and design of annual appeals and the annual fund cycle. Prioritizes solicitation of prospects, and tracks and analyzes results of development activities. Education and Experience: Bachelor degree and 2 years of experience, or a combination of education and relevant experience.		0.25	1
Advancement Professional II	Western Management Group EduComp (CSULAX), 2021	Provides support to enhance field capacity of gift officers. Develops strategies to track, monitor and analyze results of development activities, solicitation assignments and progress. Implements and manages programs to involve targeted populations of fundraising and volunteer activities. Conducts prospect research, including multi interest prospect analysis. Summarizes and prepares background information. Prioritizes prospects and prepares gift opportunities for specific faculty. Provides dashboard analysis and reporting, produces relevant, standard or custom information (reports, charts, graphs and tables), from structured data sources. Education and Experience: Bachelor degree and 2 years of relevant experience or a combination of education and relevant experience.		0.25	1

Figure 80: CSU Benchmark Job Market Pricing Details – Advancement Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Advancement Professional IV	CompData Colleges & Universities - January, 2021	Assists in developing major gift pipeline. Designs, implements, and conducts annual solicitations. Develops and coordinates communications and solicitations through email, direct mail, phone, visits, and volunteer engagement. Bachelor's degree required and three years experience. JOB FAMILY: External Affairs.	+20% for level	0.34	1.2
Advancement Professional IV	Western Management Group EduComp (CSULAX), 2021	Encourages alumni, students, parents and friends to renew their ties to the organization by making annual gifts. Assists with administration and design of annual appeals and the annual fund cycle. Prioritizes solicitation of prospects, and tracks and analyzes results of development activities. Education and Experience: Bachelor degree and 2 years of experience, or a combination of education and relevant experience.		0	1
Advancement Professional IV	Western Management Group EduComp (CSULAX), 2021	Encourages alumni, students, parents and friends to renew their ties to the organization by making annual gifts. Assists with administration and design of annual appeals and the annual fund cycle. Prioritizes solicitation of prospects, and tracks and analyzes results of development activities. Education and Experience: Bachelor degree and 2 years of experience, or a combination of education and relevant experience.		0.33	1
Advancement Professional IV	Western Management Group EduComp (CSULAX), 2021	First level fundraiser. Implements a specific fundraising program. Provides project management in support of fundraising efforts. Operates independently in assigned areas and takes responsibility for prospect identification and solicitation, proposal development, and coordination of internal support activities. Works with staff, donors, volunteers, and other university staff to assist in establishing and maintaining relationships with all university constituencies. Reports to fundraiser or funding manager. Education & Experience: Bachelor degree and 3 years of relevant experience or combination of education and relevant experience.		0	1
Advancement Professional IV	Western Management Group EduComp (CSULAX), 2021	First level fundraiser. Implements a specific fundraising program. Provides project management in support of fundraising efforts. Operates independently in assigned areas and takes responsibility for prospect identification and solicitation, proposal development, and coordination of internal support activities. Works with staff, donors, volunteers, and other university staff to assist in establishing and maintaining relationships with all university constituencies. Reports to fundraiser or funding manager. Education & Experience: Bachelor degree and 3 years of relevant experience or combination of education and relevant experience.		0.33	1

Figure 81: CSU Benchmark Job Market Pricing Details – Air Conditioning/ Refrigeration Mechanic

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Air Conditioning and Refrigeration Mechanic	CompData Colleges & Universities - January, 2021	Installs and repairs environmental-control systems, utilizing knowledge of refrigeration theory, pipefitting, and structural layout. Uses a variety of hand tools, follows blueprints or engineering specifications to mount and assemble units. High school education or equivalent required, CFC certification preferred, and three years experience. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Air Conditioning and Refrigeration Mechanic	CUPA Staffin Higher Education (CSULAX), 2020-2021	Install, repair, and maintain HVAC systems. Conducts work in compliance with local regulation. May diagnose system malfunctions and replace failing mechanical components. Positions will also evaluate ventilation efficiency.		0	1
NEW - Air Conditioning and Refrigeration Mechanic	Mercer Benchmark - United States, 2021	Mechanic: (HVAC) work focuses on installing, maintaining, and repairing HVAC systems that control thermal comfort air quality including: Installing the HVAC system compressors, furnaces, ventilation fans, etc. and fabricating/ assembling/ installing ductwork. Performing maintenance to prevent failure of HVAC equipment & components (e.g., centrifugal compressors, electrical controls, evaporative condensers, pumps, fans, heating equipment, etc.). Performing routine inspections of piping systems, valves, and related equipment. Charging air conditioning systems with refrigerant, checking/ testing for leaks, and adjusting regulators. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Air Conditioning and Refrigeration Mechanic	Mercer Benchmark - United States, 2021	Mechanic: (HVAC) work focuses on installing, maintaining, and repairing HVAC systems that control thermal comfort air quality including: Installing the HVAC system compressors, furnaces, ventilation fans, etc. and fabricating/ assembling/ installing ductwork. Performing maintenance to prevent failure of HVAC equipment & components (e.g., centrifugal compressors, electrical controls, evaporative condensers, pumps, fans, heating equipment, etc.). Performing routine inspections of piping systems, valves, and related equipment. Charging air conditioning systems with refrigerant, checking/ testing for leaks, and adjusting regulators. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		1	1
NEW - Air Conditioning and Refrigeration Mechanic	Mercer Benchmark - United States, 2021	Performs scheduled preventive maintenance on HVAC and refrigeration systems. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Air Conditioning and Refrigeration Mechanic	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled duties to install, maintain, and modify air conditioning, refrigeration and ventilation equipment and systems in various facility applications. Follows blueprints, drawings, schematics, and general instructions to perform assignments. Conducts general checkouts to ensure proper systems operation. Modifies systems and equipment to respond to space and operational changes. Troubleshoots and repairs equipment and system malfunctions. Performs pipefitting, brazing, soldering, and sheet metal work incidental to the installation, repair, modification and maintenance of equipment and systems. Performs a variety of preventive maintenance tasks including system charging, filter changes, lubrication, and the like. Applies skills to a wide variety of air conditioning, heating and ventilating systems such as boilers, heat pumps, compressors, evaporators, control systems, heaters, A/C units, and the like. May provide technical direction to others. Excludes those with full supervisory responsibilities. Includes only those who specialize in air conditioning/refrigeration assignments as the major component of the job. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of the operating principles of air conditioning/refrigeration as would normally be obtained through technical schooling and several years of directly applicable experience considered equivalent to a journey level. Ability to read and interpret blueprints, drawings and system diagrams.		0	1
NEW - Air Conditioning and Refrigeration Mechanic	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Provides technical support to engineers and scientists on a variety of technical tasks. Develops and recommends procedures and methods and prepares technical reports and documentation. Performs technical evaluations of events to determine root cause; recommends corrective action. Responsibilities are within the Technical Specialty/Skilled Trade Function as a generalist or in a combination of disciplines. LEVEL: Senior (Production/Manual Labor) (W3). ALIGNS WITH: Global Grade 06. Has proficiency through job-related training and considerable work experience. Completes work with a limited degree of supervision; regularly provides guidance to others with less experience. May act as an informal resource for colleagues with less experience.		0	1

Figure 82: CSU Benchmark Job Market Pricing Details – Alumni Relations Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Alumni Relations Professional II	CompData Colleges & Universities - January, 2021	Supports the development and implementation of alumni programs and services. Prepares, edits, and distributes correspondence to alumni. Coordinates the development and activities of volunteer committees and identifies and trains alumni volunteers. Assists in managing alumni travel, networking, reunions, development, and chapters. Assists in promoting events, including preparation of promotional materials. Listens, documents, and responds to alumni questions, concerns, and suggestions. Bachelor's degree required and one year experience. JOB FAMILY: External Affairs.	+10% for level	0.5	1.1
Alumni Relations Professional III	Mercer Benchmark - United States, 2021	Develops, implements, and strengthens the firm's alumni relations strategy around brand, culture, people, recruiting, external relationships, and business development. Activities include maintaining alumni mailing/email lists, initiating contact with former employees, and organizing alumni events. Researches and implements both internal and external best practices of competitors. Responsible for alumni website content development (e.g., news, surveys, etc.). Determines and maintains content for alumni programs, including those related to former, current, and retired employees and partners. May serve as point of contact for all alumni. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Employee Communications & Collaboration. Positions in this sub-family are responsible for developing and delivering the organization's internal communication strategies so that employees can rapidly identify, send, receive, and understand information. Activities include: Developing, publishing and distributing a range of organization-wide and HR-related materials in traditional print form, electronically or through online technologies, e.g., newsletters, brochures, handbooks, conference and seminar materials, benefit and compensation communications, etc. Ensuring the organization's employees have access to business information and knowledge. Includes developing, managing and implementing strategies, systems and processes to identify, collect and share employee knowledge. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Alumni Relations Professional II	Western Management Group EduComp (CSULAX), 2021	Conceives, plans, implements and staffs all Alumni Association events. Identifies recruits and staffs volunteer committees. Conducts visits and discovery calls, passing leads to the appropriate major gift officers. Education and Experience: Bachelor degree and 1 - 3 years in alumni relations/development.		0	1
Alumni Relations Professional II	Western Management Group EduComp (CSULAX), 2021	Conceives, plans, implements and staffs all Alumni Association events. Identifies recruits and staffs volunteer committees. Conducts visits and discovery calls, passing leads to the appropriate major gift officers. Education and Experience: Bachelor degree and 1 - 3 years in alumni relations/development.		0.5	1
Alumni Relations Professional II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops, plans, designs and implements fundraising programs within a not-for-profit organization. Cultivates and solicits new funding opportunities and development strategies for a broader base of donors. Identifies potential grant opportunities and oversees the preparation of proposals. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0	1

Figure 83: CSU Benchmark Job Market Pricing Details – Animal Health Technician

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Animal Health Technician	CUPA Staff in Higher Education (CSULAX), 2020-2021	Conducts a variety of clinical and laboratory procedures, including postoperative care, dental care, and specialized nursing care. Performs medical tests under the supervision of a licensed veterinarian to assist with diagnosing the illnesses and injuries of animals. Typically, technicians must be registered, licensed, or certified.	+10% for Duty	0.25	1.1
Animal Health Technician	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs standard veterinary technical procedures independently and ensures appropriate accountability for data and specimen collection for various research projects. Works closely with Clinical Veterinarian(s) and Research Support Specialist(s) to perform daily health assessments, perform experimental manipulations, and provide animal treatments as instructed.	+10% for Duty	0.25	1.1
Animal Health Technician	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Duty	0	1.1
Animal Health Technician	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Duty	0.5	1.1

Figure 84: CSU Benchmark Job Market Pricing Details – Arts Tech Support III (S3)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Arts Tech Support III (S3)	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides technical support for one or more studio arts, e.g. photo lab, wood shop, metals, prints, ceramics.	+10% for Level	1	1.15

Figure 85: CSU Benchmark Job Market Pricing Details – Associate, Academic and Institutional Studies II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Associate, Academic and Institutional Studies II	Mercer Benchmark - United States, 2021	Business Intelligence (BI) Data Analysis work includes: Analyzing business intelligence data to inform business and product decisions. Blending historical data from available industry reports, public information, field reports or purchased sources as input to analyses. Identifying and analyzing industry/geographic trends and competitor market strategies and monitoring current/potential customer trends. Partners with other areas of the business (e.g., Marketing, Logistics, Customer Service, etc.) to model the outcome of implementing potential business strategies. FAMILY: Data Analytics/Warehousing, & Business Intelligence. This job family is responsible for the development and execution of architectures, policies, practices and procedures in order to manage the information lifecycle needs of an organization in an effective manner and examining organization's data with the purpose of drawing conclusions about that information. Activities include analyzing and interpreting collected data; spotting trends; writing reports and recommendations for internal or external clients; data modeling and creating data architectures; developing and enhancing the data warehouse; back-end transaction/data processing, and market research professional services. SUBFAMILY: Data Analytics & Business Intelligence (BI). Positions in this sub-family are responsible for performing complex data research and analysis to support business operations including: Creating data mining architectures/models/protocols, statistical reporting, and data analysis methodologies to identify trends in large data sets. Analysis may be applied to various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Scientific Research, etc.). Researching and applying knowledge of existing and emerging data science principles, theories, and techniques to inform business decisions. At higher career levels, may conduct scientific research projects with the goal of breaking new ground in data analytics. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	+10% for Level	0	1.1
Associate, Academic and Institutional Studies II	Mercer Benchmark - United States, 2021	Business Intelligence (BI) Data Analysis work includes: Analyzing business intelligence data to inform business and product decisions. Blending historical data from available industry reports, public information, field reports or purchased sources as input to analyses. Identifying and analyzing industry/geographic trends and competitor market strategies and monitoring current/potential customer trends. Partners with other areas of the business (e.g., Marketing, Logistics, Customer Service, etc.) to model the outcome of implementing potential business strategies. FAMILY: Data Analytics/Warehousing, & Business Intelligence. This job family is responsible for the development and execution of architectures, policies, practices and procedures in order to manage the information lifecycle needs of an organization in an effective manner and examining organization's data with the purpose of drawing conclusions about that information. Activities include analyzing and interpreting collected data; spotting trends; writing reports and recommendations for internal or external clients; data modeling and creating data architectures; developing and enhancing the data warehouse; back-end transaction/data processing, and market research professional services. SUBFAMILY: Data Analytics & Business Intelligence (BI). Positions in this sub-family are responsible for performing complex data research and analysis to support business operations including: Creating data mining architectures/models/protocols, statistical reporting, and data analysis methodologies to identify trends in large data sets. Analysis may be applied to various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Scientific Research, etc.). Researching and applying knowledge of existing and emerging data science principles, theories, and techniques to inform business decisions. At higher career levels, may conduct scientific research projects with the goal of breaking new ground in data analytics. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	+10% for Level	0.25	1.1
Associate, Academic and Institutional Studies II	Western Management Group EduComp (CSULAX), 2021	Investigates, researches, gathers, analyzes and summarizes data about various aspects of the institution in support of information and research needs for planning and policy making decisions. Develops and maintains databases for various reporting purposes such as annual institutional reports, fact sheets and books, and reporting to federal and state agencies and other national publications. Designs and establishes information systems that manage, store and retrieve data for analysis to answer ad hoc informational requests and longitudinal tracking of students and faculty. Coordinates and supervises the process for providing institutional data on-line. Trains staff members and student assistants in web-based software, and troubleshoots problems related to the posting of on-line data. Provides statistical reports to campus departments regarding projects related to grant proposals, IT planning, departmental publication or reports, and student, faculty and staff orientations. Serves as liaison and central contact for annual federal and state surveys, ensuring accuracy of data and meeting of deadlines. Education and Experience: Bachelor degree in a research related field with emphasis in statistics or social science research, and 5 or more years of experience in research or an educational environment.		0	1
Associate, Academic and Institutional Studies II	Western Management Group EduComp (CSULAX), 2021	Investigates, researches, gathers, analyzes and summarizes data about various aspects of the institution in support of information and research needs for planning and policy making decisions. Develops and maintains databases for various reporting purposes such as annual institutional reports, fact sheets and books, and reporting to federal and state agencies and other national publications. Designs and establishes information systems that manage, store and retrieve data for analysis to answer ad hoc informational requests and longitudinal tracking of students and faculty. Coordinates and supervises the process for providing institutional data on-line. Trains staff members and student assistants in web-based software, and troubleshoots problems related to the posting of on-line data. Provides statistical reports to campus departments regarding projects related to grant proposals, IT planning, departmental publication or reports, and student, faculty and staff orientations. Serves as liaison and central contact for annual federal and state surveys, ensuring accuracy of data and meeting of deadlines. Education and Experience: Bachelor degree in a research related field with emphasis in statistics or social science research, and 5 or more years of experience in research or an educational environment.		0.25	1
Associate, Academic and Institutional Studies II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Collects, analyzes and reports management data to support decisions on day-to-day operations, strategic planning and specific business performance issues. Collates, models, interprets and analyzes data, explains variances and trends. Identifies and documents enhancements to modeling techniques. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	+10% for Level	0.25	1.1
Associate, Academic and Institutional Studies II	WTW Health Care Middle Management, Professional and Support, 2021	Analyzes and measures the effectiveness of existing business processes and develops sustainable, repeatable and quantifiable business process improvements. Researches best business practices within and outside the organization to establish benchmark data. Collects and analyzes process data to initiate, develop and recommend business practices and procedures that focus on enhanced safety, increased productivity and reduced cost. Determines how new information technologies can support reengineering business processes. May specialize in one or more of the following areas: benchmarking, business process analysis and reengineering, change management and measurement, and/or process-driven systems requirements. LEVEL: Intermediate (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	+10% for Level	0.25	1.1

Figure 86: CSU Benchmark Job Market Pricing Details – Athletic Administration Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Athletic Administration Professional III	Western Management Group EduComp (CSULAX), 2021	Manages a comprehensive program to ensure compliance with NCAA and other league regulations and policies. Includes satisfactory progress, initial and continuing eligibility, investigating and reporting violations, rules interpretation and rules education as these apply to students, coaches, department administrators, institution administrators and alumni. Contributes to the further development of compliance programs and policies. Manages the conduct of audits and reviews to ensure adherence to all policies, procedures, rules and regulations, and recommends corrective action. Education and Experience: Bachelor degree required and 3 - 5 years of related experience.		0	1
Athletic Administration Professional III	Western Management Group EduComp (CSULAX), 2021	Manages a comprehensive program to ensure compliance with NCAA and other league regulations and policies. Includes satisfactory progress, initial and continuing eligibility, investigating and reporting violations, rules interpretation and rules education as these apply to students, coaches, department administrators, institution administrators and alumni. Contributes to the further development of compliance programs and policies. Manages the conduct of audits and reviews to ensure adherence to all policies, procedures, rules and regulations, and recommends corrective action. Education and Experience: Bachelor degree required and 3 - 5 years of related experience.		0.5	1
Athletic Administration Professional III	Western Management Group EduComp (CSULAX), 2021	Responsible for the day-to-day use and operation of all institution athletic facilities including buildings, boat houses, equipment, outdoor playing fields and courts, and surrounding grounds. Oversees the administration and scheduling of intercollegiate and non-intercollegiate events. Establishes and communicates policies on facility and operational issues, including camps. Assists in the development of and manages facilities and events budget. Education and Experience: Bachelor degree required, with Master degree preferred, and 5 - 7 years of experience in facilities and operations management. Athletic facility administration and operations experience desired.		0	0.8
Athletic Administration Professional III	Western Management Group EduComp (CSULAX), 2021	Responsible for the day-to-day use and operation of all institution athletic facilities including buildings, boat houses, equipment, outdoor playing fields and courts, and surrounding grounds. Oversees the administration and scheduling of intercollegiate and non-intercollegiate events. Establishes and communicates policies on facility and operational issues, including camps. Assists in the development of and manages facilities and events budget. Education and Experience: Bachelor degree required, with Master degree preferred, and 5 - 7 years of experience in facilities and operations management. Athletic facility administration and operations experience desired.		0.5	0.8

Figure 87: CSU Benchmark Job Market Pricing Details – Athletic Equipment Attendant II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Athletic Equipment Attendant II	CUPA Staff in Higher Education (CSULAX), 2020-2021	In charge of a sport team's equipment, tasks include transportation, laundering, repairs, and regular service of athletic equipment.		1	1

Figure 88: CSU Benchmark Job Market Pricing Details – Athletic Trainer II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Athletic Trainer II	CompData Colleges & Universities - January, 2021	Under the direction of a physician, practices prevention, emergency care, first aid, treatment or physical rehabilitation of injuries incurred by athletes in the manner, means and methods deemed necessary to effect care and/or rehabilitation. NATA certified. JOB FAMILY: Athletics and Fitness Center.		0.25	1
Athletic Trainer II	CompData Health Care National - January, 2021	Under the direction of a physician, practices prevention, emergency care, first aid, treatment or physical rehabilitation of injuries incurred by athletes in the manner, means and methods deemed necessary to effect care and/or rehabilitation. NATA certified. JOB FAMILY: Athletics and Fitness Center, Fitness Center.		0.25	1
Athletic Trainer II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Assesses, treats, and rehabilitates athletic injuries under the advice, consent, and prescription of a physician. Requires certification as a Certified Athletic Trainer. FAMILY: Rehabilitation.		0.25	1
Athletic Trainer II	Western Management Group EduComp (CSULAX), 2021	Provides athletic training support for intercollegiate athletics. Provides athletic training services including testing, evaluation, assignment for training regimens, treatment of injuries, rehabilitation and medical referrals. Works with student athletes to provide care, prevention, treatment and rehabilitation of athletic injuries and illnesses both on campus and at game venues. Provide injury prevention measures such as appliances, braces and devices for control of joint motion and limb protection. Collaborates with physical therapists regarding rehabilitation progress and return-to-play planning of injured athletes. Provides daily injury reports, and reports status and progress of injured athletes to team physicians and coaches. Maintains established safety standards. Provides first aid support. May instruct recreation programs. Works closely with the Head Athletic Trainer to manage, plan, and supervise all aspects of the athletic training program, and acts as Lead in the absence of the Head Athletic Trainer. Education and Experience: Bachelor degree, Master preferred, in physical therapy or approved program in athletics training, and 3 - 5 years of related experience. Certification as an athletic trainer required.		0	1
Athletic Trainer II	Western Management Group EduComp (CSULAX), 2021	Provides athletic training support for intercollegiate athletics. Provides athletic training services including testing, evaluation, assignment for training regimens, treatment of injuries, rehabilitation and medical referrals. Works with student athletes to provide care, prevention, treatment and rehabilitation of athletic injuries and illnesses both on campus and at game venues. Provide injury prevention measures such as appliances, braces and devices for control of joint motion and limb protection. Collaborates with physical therapists regarding rehabilitation progress and return-to-play planning of injured athletes. Provides daily injury reports, and reports status and progress of injured athletes to team physicians and coaches. Maintains established safety standards. Provides first aid support. May instruct recreation programs. Works closely with the Head Athletic Trainer to manage, plan, and supervise all aspects of the athletic training program, and acts as Lead in the absence of the Head Athletic Trainer. Education and Experience: Bachelor degree, Master preferred, in physical therapy or approved program in athletics training, and 3 - 5 years of related experience. Certification as an athletic trainer required.		0.25	1

Figure 89: CSU Benchmark Job Market Pricing Details – Automotive/ Equipment Mechanic

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW- Automotive and Equipment Mechanic	CUPA Staffin Higher Education (CSULAX), 2020-2021	Inspect, maintain, and repair vehicles.	+15% for level	0	1.15
NEW- Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Provides service and repairs to light vehicles to maintain the safety and reliability standard according to manufacturer's specifications and requirements. Inspects and tests mechanical units, such as engines, transmissions, axles and brake systems, to locate faults and malfunctions. Repairs or replaces mechanical units or components using hand and power tools. Orders materials and spare parts that are needed. Maintains the vehicle service and history documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craftwork. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW- Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Provides service and repairs to light vehicles to maintain the safety and reliability standard according to manufacturer's specifications and requirements. Inspects and tests mechanical units, such as engines, transmissions, axles and brake systems, to locate faults and malfunctions. Repairs or replaces mechanical units or components using hand and power tools. Orders materials and spare parts that are needed. Maintains the vehicle service and history documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craftwork. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1
NEW- Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Undertakes preventative maintenance inspections and repairs of heavy mobile equipment. Conducts safety inspections of maintenance tools and equipment. Diagnoses malfunctions using computerized and other testing equipment to determine extent of repair required. Adjusts equipment and repairs defective parts, components or systems, using hand and power tools. Completes technical documentation, reports and drawings as required. Ensures all work is carried out according to environmental regulations and licenses. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craftwork. SUBFAMILY: Heavy Equipment & Construction Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork in a manufacturing or field site environment including: Operating heavy equipment such as heavy hauler trucks, crawler dozers, graders, other support equipment, and both hydraulic and electric shovels. Construction & civil infrastructure building trades. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW- Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Undertakes preventative maintenance inspections and repairs of heavy mobile equipment. Conducts safety inspections of maintenance tools and equipment. Diagnoses malfunctions using computerized and other testing equipment to determine extent of repair required. Adjusts equipment and repairs defective parts, components or systems, using hand and power tools. Completes technical documentation, reports and drawings as required. Ensures all work is carried out according to environmental regulations and licenses. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craftwork. SUBFAMILY: Heavy Equipment & Construction Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork in a manufacturing or field site environment including: Operating heavy equipment such as heavy hauler trucks, crawler dozers, graders, other support equipment, and both hydraulic and electric shovels. Construction & civil infrastructure building trades. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1
NEW- Automotive and Equipment Mechanic	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Diagnoses vehicle electrical and/or mechanical systems to identify the trouble source and determines appropriate remediation (repairs). Installs and maintains electrical equipment, identifies electrical faults and repairs electrical wiring in automobiles. Adjusts, repairs, reassembles and runs operational checks. LEVEL: Senior (Production/Manual Labor) (W3), ALIGNS WITH: Global Grade 08. Has proficiency through job-related training and considerable work experience. Completes work with a limited degree of supervision; regularly provides guidance to others with less experience. May act as an informal resource for colleagues with less experience.		0.5	1

Figure 90: CSU Benchmark Job Market Pricing Details – Broadcast Engineer III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Broadcast Engineer III	CompData Colleges & Universities - January, 2021	Sets up and monitors audiovisual links and maintains equipment for video production, broadcast, and satellite transmissions. Troubleshoots and solves signal problems. Installs and tests new equipment. Coordinates emergency and preventative maintenance. Provides technical disaster recovery support services as needed. Associate's degree required and two years experience. JOB FAMILY: Media.	+10% for Level	1	1.2
Broadcast Engineer III	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Broadcast Engineer III	ERI Salary Assessor (CSULAX), 2021	No Description		1	1

Figure 91: CSU Benchmark Job Market Pricing Details – Building Services Engineer

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Building Service Engineer	CompData Benchmark Pro - National - January, 2021	Installs and repairs environmental-control systems, utilizing knowledge of refrigeration theory, pipe fitting, and structural layout. Uses a variety of hand tools, follows blueprints or engineering specifications to mount and assemble units. High school education or equivalent required, CFC certification preferred, and three years experience. JOB FAMILY: Facilities Maintenance.	+5% for duties	0	1.05
NEW - Building Service Engineer	CompData Colleges & Universities - January, 2021	Installs and repairs environmental-control systems, utilizing knowledge of refrigeration theory, pipe fitting, and structural layout. Uses a variety of hand tools, follows blueprints or engineering specifications to mount and assemble units. High school education or equivalent required, CFC certification preferred, and three years experience. JOB FAMILY: Facilities Maintenance.	+5% for duties	0	1.05
NEW - Building Service Engineer	CUPA Staffin Higher Education (CSULAX), 2020-2021	Install, repair, and maintain HVAC systems. Conducts work in compliance with local regulation. May diagnose system malfunctions and replace failing mechanical components. Positions will also evaluate ventilation efficiency.	+5% for duties	0	1.05
NEW - Building Service Engineer	Mercer Benchmark - United States, 2021	Mechanic (HVAC) work focuses on installing, maintaining, and repairing HVAC systems that control thermal comfort air quality including: Installing the HVAC system compressors, furnaces, ventilation fans, etc. and fabricating/ assembling/ installing ductwork. Performing maintenance to prevent failure of HVAC equipment & components (e.g., centrifugal compressors, electrical controls, evaporative condensers, pumps, fans, heating equipment, etc.). Performing routine inspections of piping systems, valves, and related equipment. Charging air conditioning systems with refrigerant, checking/ testing for leaks, and adjusting regulators. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know-how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of flange and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+5% for duties	0.5	1.05
NEW - Building Service Engineer	Mercer Benchmark - United States, 2021	Plant/Facilities Infrastructure Technician work focuses on installing, maintaining, and repairing electrical and mechanical infrastructure in facilities including: Installing, calibrating, repairing, and upgrading engines and equipment which supply electricity, steam, heat, refrigeration, air conditioning, compressed air, ventilation, etc. Interpreting architectural blueprints and infrastructure schematics to perform preventative maintenance, testing, diagnosing, and repairs. Coordinating outside contractors and vendors providing services for building/facility equipment, machinery, or operational systems (e.g., lift systems, air-conditioning/heating, plumbing, and fire safety systems, etc.). Inspecting and maintaining safety equipment. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
NEW - Building Service Engineer	Western Management Group CompBase - Summer (CSULAX), 2021	Under minimal supervision, performs highly complex repairs, modifications and preventative maintenance on building and facilities, equipment, fixtures and systems. May include overseeing manufacturing systems such as wastewater handling, chip handling, processing, recycling and/or materials disposal systems. Duties may include handling hazardous materials. Duties may be electrical, plumbing/pipe fitting, welding, sheet metal, carpentry, painting or mechanical. Installs, troubleshoots, repairs and maintains a wide variety of facility plumbing, mechanical and electrical systems. Reviews service requests for repairs and maintenance, determines nature of problem and recommends appropriate solution. Conducts preventive maintenance inspections and performs required preventive maintenance actions such as lubrication, cleaning, filter change and the like. Works from blueprints, schematic sketches, oral and written instructions. Capable of planning and completing any job assigned. Coordinates work of outside contractors. May provide work leadership for lower level maintenance mechanics through assignment of work, coordination of effort, providing technical guidance and review of assignment progress. EDUCATION AND EXPERIENCE: basic reading, writing and arithmetic ability. Requires a minimum of 5 years of directly related experience, or 3 years with journey level license. Incumbents typically possess over 10 years of related experience.		0	1

Figure 92: CSU Benchmark Job Market Pricing Details – Business Analyst II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Business Analyst II	CompData Benchmark Pro - National - January, 2021	Assesses and documents technology requirements, makes priority recommendations, and advises on possible options, risks, and costs. Reviews, analyzes, and evaluates technology and user needs and documents findings. Recommends changes to technological processes to increase effectiveness for end users. Bachelor's degree required and two years experience. JOB FAMILY: Information Systems.		0	1
Business Analyst II	CompData Colleges & Universities - January, 2021	Assesses and documents technology requirements, makes priority recommendations, and advises on possible options, risks, and costs. Reviews, analyzes, and evaluates technology and user needs and documents findings. Recommends changes to technological processes to increase effectiveness for end users. Bachelor's degree required and two years experience. JOB FAMILY: Information Systems.		0.5	1
Business Analyst II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work associated with IT business analysis including: •Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives •Making recommendations for solutions or improvements to business processes that can be accomplished through new technology or alternative uses of existing technology •Translating business requirements into application requirements An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex. • May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Business Analyst II	Western Management Group CompBase - Summer (CSULAX), 2021	Incumbents act as a liaison between the Business Function and Information Systems. Incumbents may be located in the Business Function or within the IT department. Provides technical/functional expertise in identifying, evaluating, and developing basic systems. Incumbents are NOT programmers or systems analysts, but are "IT SAWY" and are the functional experts within their field, such as in the financial area or logistical area. They have the business knowledge and perspective of a particular business and the IT needs of that business unit. They act as a liaison representing their department and the processes and workings within it by gathering business specifications and requirements and acting as the primary contact to IT for that particular business units basic IT needs. EDUCATION AND EXPERIENCE: Bachelor's Degree or equivalent experience. A minimum of 5 years of experience within their function. This position is more experience driven than Degree driven.		0	1.1
Business Analyst II	Western Management Group CompBase - Summer (CSULAX), 2021	Incumbents act as a liaison between the Business Function and Information Systems. Incumbents may be located in the Business Function or within the IT department. Provides technical/functional expertise in identifying, evaluating, and developing basic systems. Incumbents are NOT programmers or systems analysts, but are "IT SAWY" and are the functional experts within their field, such as in the financial area or logistical area. They have the business knowledge and perspective of a particular business and the IT needs of that business unit. They act as a liaison representing their department and the processes and workings within it by gathering business specifications and requirements and acting as the primary contact to IT for that particular business units basic IT needs. EDUCATION AND EXPERIENCE: Bachelor's Degree or equivalent experience. A minimum of 5 years of experience within their function. This position is more experience driven than Degree driven.		0.16	1.1
Business Analyst II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems. Evaluates new applications and identifies systems requirements. Evaluates new IT developments and evolving business requirements and recommends appropriate systems alternatives and/or enhancements to current systems. Prepares communications and makes presentations on system enhancements and/or alternatives. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures, performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1

Figure 93: CSU Benchmark Job Market Pricing Details – Business Analyst IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Business Analyst IV	CompData Colleges & Universities - January, 2021	Gathers, validates, and translates technological requirements into design and development specifications while providing product management. Assesses and interprets business needs and translates business requirements into technological requirements. Updates existing system logic as needed. Acts as liaison between development staff, management, and end users. Provides management with monthly reports. Mentors and trains subordinate analysts. Bachelor's degree required and four years experience. JOB FAMILY: Information Systems.		0.25	1
Business Analyst IV	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing work associated with IT business analysis including: •Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives •Making recommendations for solutions or improvements to business processes that can be accomplished through new technology or alternative uses of existing technology •Translating business requirements into application requirements A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: • Managing large projects or processes with limited oversight from manager. • Coaching, reviewing and delegating work to lower level professionals. • Problems faced are difficult and often complex.		0.25	1
Business Analyst IV	Western Management Group CompBase - Summer (CSULAX), 2021	Incumbents act as a liaison between the Business Function and Information Systems. Incumbents may be located in the Business Function or within the IT department. Provides technical/functional expertise in identifying, evaluating, and developing basic systems. Incumbents are NOT programmers or systems analysts, but are "IT SAWY" and are the functional experts within their field, such as in the financial area or logistical area. They have the business knowledge and perspective of a particular business and the IT needs of that business unit. They act as a liaison representing their department and the processes and workings within it by gathering business specifications and requirements and acting as the primary contact to IT for that particular business units needs that are complex in nature. Incumbent may provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree or equivalent experience. A minimum of 10 years of experience within their function. This position is more experience driven than Degree driven.		0	1
Business Analyst IV	Western Management Group CompBase - Summer (CSULAX), 2021	Incumbents act as a liaison between the Business Function and Information Systems. Incumbents may be located in the Business Function or within the IT department. Provides technical/functional expertise in identifying, evaluating, and developing basic systems. Incumbents are NOT programmers or systems analysts, but are "IT SAWY" and are the functional experts within their field, such as in the financial area or logistical area. They have the business knowledge and perspective of a particular business and the IT needs of that business unit. They act as a liaison representing their department and the processes and workings within it by gathering business specifications and requirements and acting as the primary contact to IT for that particular business units needs that are complex in nature. Incumbent may provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree or equivalent experience. A minimum of 10 years of experience within their function. This position is more experience driven than Degree driven.		0.25	1
Business Analyst IV	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Acts as a liaison between the IT development group and business units for the development and implementation of new systems and enhancement of existing systems. Evaluates new applications and identifies systems requirements. Evaluates new IT developments and evolving business requirements and recommends appropriate systems alternatives and/or enhancements to current systems. Prepares communications and makes presentations on system enhancements and/or alternatives. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.		0.25	1

Figure 94: CSU Benchmark Job Market Pricing Details – Buyer III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Buyer III	CompData Benchmark Pro - National - January, 2021	Acquires, purchases, and negotiates materials, equipment, and supplies for requisitioned material. Negotiates with vendors to obtain quotations, prices, and delivery times. Evaluates vendor quotes and services to determine if they are compatible with organization objectives. Oversees purchasing logs and records to ensure accuracy and follow through. Monitors quality of goods by reviewing costs, schedules, timeliness of delivery, and conformance to specifications. Trains at least two or more buyers on proper purchasing skills. Possesses knowledge of extrinsic factors relating to commodities purchased is needed. Bachelor's degree required and five years experience. JOB FAMILY: Materials Management.	+10% for level	0	1.1
Buyer III	CompData Colleges & Universities - January, 2021	Acquires, purchases, and negotiates materials, equipment, and supplies for requisitioned material. Negotiates with vendors to obtain quotations, prices, and delivery times. Evaluates vendor quotes and services to determine if they are compatible with organization objectives. Oversees purchasing logs and records to ensure accuracy and follow through. Monitors quality of goods by reviewing costs, schedules, timeliness of delivery, and conformance to specifications. Trains at least two or more buyers on proper purchasing skills. Possesses knowledge of extrinsic factors relating to commodities purchased is needed. Bachelor's degree required and five years experience. JOB FAMILY: Materials Management.	+10% for level	0.25	1.1
Buyer III	Mercer Benchmark - United States, 2021	Associated Specializations: Intellectual Property (IP) Procurement - P30; Procurement - P30; Procurement Analysis - P30; Procurement Business Partners - P30; Procurement Contract & Bid Administration - P30; Procurement/Sourcing Systems - P30; Purchasing Price Analysis - P30; Subcontract Administration - P30; Vendor Warranty Administration - P30		0	1
Buyer III	Mercer Benchmark - United States, 2021	Associated Specializations: Intellectual Property (IP) Procurement - P30; Procurement - P30; Procurement Analysis - P30; Procurement Business Partners - P30; Procurement Contract & Bid Administration - P30; Procurement/Sourcing Systems - P30; Purchasing Price Analysis - P30; Subcontract Administration - P30; Vendor Warranty Administration - P30		0.25	1
Buyer III	Western Management Group CompBase - Summer (CSULAX), 2021	Responsible for purchasing a variety of complex or technical materials, supplies or services. Evaluates bids, selects and recommends suppliers and negotiates price, delivery, quality and service. Follows up on all awards until completion of order. Negotiates and settles with suppliers regarding damage claims, rejections, losses, return of materials, overshipments, cancellations and engineering changes. Conducts supplier site visits and rates them as to production capability, performance and delivery. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Business Administration, a related field or equivalent experience, and 5 years of purchasing experience.		0	1
Buyer III	Western Management Group CompBase - Summer (CSULAX), 2021	Responsible for purchasing a variety of complex or technical materials, supplies or services. Evaluates bids, selects and recommends suppliers and negotiates price, delivery, quality and service. Follows up on all awards until completion of order. Negotiates and settles with suppliers regarding damage claims, rejections, losses, return of materials, overshipments, cancellations and engineering changes. Conducts supplier site visits and rates them as to production capability, performance and delivery. May provide work leadership for lower level employees. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Business Administration, a related field or equivalent experience, and 5 years of purchasing experience.		0.25	1
Buyer III	Western Management Group EduComp (CSULAX), 2021	Manages all procurement activity for assigned commodities/services or area(s). Manages competitive bid process for major contracts, negotiates contracts and may secure cost savings through negotiation, approves all procurement invoices, acts as liaison between university departments and vendors, and identifies potential new vendors. May include supervisory/management responsibilities. Education and Experience: Bachelor degree or equivalent and 3 - 5 years of experience.		0	1
Buyer III	Western Management Group EduComp (CSULAX), 2021	Manages all procurement activity for assigned commodities/services or area(s). Manages competitive bid process for major contracts, negotiates contracts and may secure cost savings through negotiation, approves all procurement invoices, acts as liaison between university departments and vendors, and identifies potential new vendors. May include supervisory/management responsibilities. Education and Experience: Bachelor degree or equivalent and 3 - 5 years of experience.		0.25	1

Figure 95: CSU Benchmark Job Market Pricing Details – Career Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Career Professional II	CompData Colleges & Universities - January, 2021	Assists current students and graduates with career planning, employment preparation, and job search activities. Plans and develops online career centers. Provides presentations on topics related to career preparation and job searching. Delivers career counseling to prospects, students, and alumni. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.		0.5	1
Career Professional II	Western Management Group EduComp (CSULAX), 2021	Provides individual and group career counseling for assigned segment of the student population. Creates and produces workshops and outreach programs. Participates in program development and office management. Trains and manages student career counselor interns. Education and Experience: Bachelor degree and 1 - 3 years of experience in career counseling.		0	1
Career Professional II	Western Management Group EduComp (CSULAX), 2021	Provides individual and group career counseling for assigned segment of the student population. Creates and produces workshops and outreach programs. Participates in program development and office management. Trains and manages student career counselor interns. Education and Experience: Bachelor degree and 1 - 3 years of experience in career counseling.		0.5	1

Figure 96: CSU Benchmark Job Market Pricing Details – Career Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Career Professional IV	CompData Colleges & Universities - January, 2021	Assists current students and graduates with career planning, employment preparation, and job search activities. Plans and develops online career centers. Provides presentations on topics related to career preparation and job searching. Delivers career counseling to prospects, students, and alumni. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.	+20% for Level	0	1.2
Career Professional IV	CompData Colleges & Universities - January, 2021	Assists current students and graduates with career planning, employment preparation, and job search activities. Plans and develops online career centers. Provides presentations on topics related to career preparation and job searching. Delivers career counseling to prospects, students, and alumni. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.	+20% for Level	0.5	1.2
Career Professional IV	Western Management Group EduComp (CSULAX), 2021	Provides individual and group career counseling for assigned segment of the student population. Creates and produces workshops and outreach programs. Develops counseling programs and may manage lower-level office staff. Trains and manages student career counselor interns. Education and Experience: Bachelor degree and 3 - 5 years of experience in career counseling.	+10% for Level	0	1.1
Career Professional IV	Western Management Group EduComp (CSULAX), 2021	Provides individual and group career counseling for assigned segment of the student population. Creates and produces workshops and outreach programs. Develops counseling programs and may manage lower-level office staff. Trains and manages student career counselor interns. Education and Experience: Bachelor degree and 3 - 5 years of experience in career counseling.	+10% for Level	0.5	1.1

Figure 97: CSU Benchmark Job Market Pricing Details – Carpenter

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Carpenter	CompData Benchmark Pro - National - January, 2021	Builds and maintains wood structures ranging from rough scaffolds and concrete forms to buildings that require exact finish work. Utilizes a wide variety of power and hand tools to measure, saw, level, and nail wood, and other building materials. Erects wood frameworks in buildings, installs window frames, applies exterior siding and installs moldings, cabinets, doors, and hardware finish. May specialize and install metal stud framing and T-bar ceilings. Builds houses, erects skyscrapers and constructs bridges, tunnels and highways. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.		0	1
NEW - Carpenter	CompData Colleges & Universities - January, 2021	Builds and maintains wood structures ranging from rough scaffolds and concrete forms to buildings that require exact finish work. Utilizes a wide variety of power and hand tools to measure, saw, level, and nail wood, and other building materials. Erects wood frameworks in buildings, installs window frames, applies exterior siding and installs moldings, cabinets, doors, and hardware finish. May specialize and install metal stud framing and T-bar ceilings. Builds houses, erects skyscrapers and constructs bridges, tunnels and highways. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.		0	1
NEW - Carpenter	CUPA Staff in Higher Education (CSULAX), 2020-2021	Cut, shape, and assemble wooden articles or setup and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut, or shape lumber or to fabricate parts for wood products.		0	1
NEW - Carpenter	Mercer Benchmark - United States, 2021	Repair & Maintenance Carpentry work focuses on installing, repairing, and maintaining wooden structures and equipment including: Performing rough or finish carpentry work on building structures/scaffolding, platforms, work benches, cabinets, flooring, and interior trim. Operating woodworking tools (e.g., electrical saws, routers, drills, planers, lathes, jointers, molders, borers and sanders). Performing shop computations relating to dimensions of work and selecting required materials. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Carpenter	Mercer Benchmark - United States, 2021	Repair & Maintenance Carpentry work focuses on installing, repairing, and maintaining wooden structures and equipment including: Performing rough or finish carpentry work on building structures/scaffolding, platforms, work benches, cabinets, flooring, and interior trim. Operating woodworking tools (e.g., electrical saws, routers, drills, planers, lathes, jointers, molders, borers and sanders). Performing shop computations relating to dimensions of work and selecting required materials. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
NEW - Carpenter	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled carpentry duties in the construction, maintenance, repair and alteration of facilities. Follows blueprints, construction drawings and general verbal instructions to plan and layout carpentry assignments. Constructs and erects partitions, shelving, stairs, doors, walls and the like. Estimates and selects materials to complete jobs. Sets-up and operates power tools including saws, drills, planers, shapers and uses a variety of hand and finish tools associated with the carpentry trade. May perform finishing assignments including wood staining, surface preparation, minor incidental painting, trim installation and related tasks. Installs and repairs fixtures and may construct and repair cabinetry. May provide work leadership to other personnel. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of practices, tools, equipment, methods and materials used in the carpentry trade as would normally be acquired through technical training and several years of practical experience equivalent to a journey level carpenter. Excludes those with full supervisory responsibilities. Includes only those who specialize in carpentry as a major component of the job.		0	1
NEW - Carpenter	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs the carpentry duties necessary to construct and maintain building woodwork such as bins, counters, shelves, benches, stairs, doors and windows. Works from drawings or verbal instructions and uses a variety of carpentry hand and power tools. Repairs high-grade articles of furniture such as cabinets, chairs, store fixtures and office equipment. May operate hand saw, mortiser, drill press, wood lathe and related woodworking equipment. LEVEL: Senior (Production Manual Labor) (W3). ALIGNS WITH: Global Grade 06. Has proficiency through job-related training and considerable work experience. Completes work with a limited degree of supervision; regularly provides guidance to others with less experience. May act as an informal resource for colleagues with less experience.		0.5	1

Figure 98: CSU Benchmark Job Market Pricing Details – Childcare Teaching Assistant

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Childcare Teaching Assistant	CompData Benchmark Pro - National - January, 2021	Coordinates and monitors various activities for children such as games, indoor and outdoor play, outings, storytime and crafts. Assists children with meals, hygiene and personal needs. Handles administrative responsibilities as required. JOB FAMILY: Child Development.		0.33	1
Childcare Teaching Assistant	CUPA Staff in Higher Education (CSULAX), 2020-2021	Helps the lead teacher in classroom activities of children who have not yet entered kindergarten.		0.33	1
Childcare Teaching Assistant	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Childcare Teaching Assistant	ERI Salary Assessor (CSULAX), 2021	No Description		0.34	1

Figure 99: CSU Benchmark Job Market Pricing Details – Clinical Laboratory Scientist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Clinical Laboratory Scientist II	CompData Health Care National - January, 2021	Performs routine and special laboratory assays of patient specimens, exercising independent judgment when evaluating the validity of test results prior to result reporting. Operates and calibrates all equipment in the area of specialization, evaluates the validity of laboratory data, records test results, communicates with physician, pathologists and nursing staff regarding test procedures and results. Bachelor's degree required with a Certified Medical Technologist (ASCP) or Categorical and Specialist certification (ASCP). JOB FAMILY: Clinical.	*+10% for Level	0	1.1
Clinical Laboratory Scientist II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Performs and monitors varied and/or specialized diagnostic laboratory tests. Performs testing that is classified by CLIA (clinical laboratory improvement act) as high complexity testing as well as moderate and waived testing. Requires certification by ASCP or AMT. FAMILY: Laboratory.	*+10% for Level	0	1.1
Clinical Laboratory Scientist II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Performs and monitors varied and/or specialized diagnostic laboratory tests. Performs testing that is classified by CLIA (clinical laboratory improvement act) as high complexity testing as well as moderate and waived testing. Requires certification by ASCP or AMT. FAMILY: Laboratory.	*+10% for Level	0.5	1.1
Clinical Laboratory Scientist II	WTW Health Care Middle Management, Professional and Support, 2021	Performs, directs or oversees the performance of various chemical, microscopic and ensures bacteriologic tests are performed accurately and efficiently and that the results are reported in a timely manner. Checks validity and accuracy of test results. Performs experimental testing procedures and suggests changes to increase the validity and reliability of results. LEVEL: Intermediate (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	*+10% for Level	0.5	1.1

Figure 100: CSU Benchmark Job Market Pricing Details – Collections Representative II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Collections Representative II	CompData Benchmark Pro - National - January, 2021	Guides less experienced collectors and may supervise a segment of the collection operations. Evaluates and adjusts delinquent installment loans, credit card accounts, and other lines of credit. Adjusts accounts that have become seriously delinquent. Contacts delinquent accounts by telephone, fax or mail to request payments to bring the account to current status. Assists customer with terms to secure payments for the past due amount or establishes an alternative payment plan. Attempts to find customers who cannot be located using existing records. Documents collection activities and recommends accounts for charge-off. High school education or equivalent required and two years experience.		0	1
Collections Representative II	CompData Colleges & Universities - January, 2021	Guides less experienced collectors and may supervise a segment of the collection operations. Evaluates and adjusts delinquent installment loans, credit card accounts, and other lines of credit. Adjusts accounts that have become seriously delinquent. Contacts delinquent accounts by telephone, fax or mail to request payments to bring the account to current status. Assists customer with terms to secure payments for the past due amount or establishes an alternative payment plan. Attempts to find customers who cannot be located using existing records. Documents collection activities and recommends accounts for charge-off. High school education or equivalent required and two years experience.		0	1
Collections Representative II	Mercer Benchmark - United States, 2021	Collections work is focused on administering, designing, and ensuring compliance with collections processes including: Collection and maintenance of customer accounts (e.g., track account status, report on outstanding balances, prioritize collection activity). Follow up overdue accounts (e.g., initiate demand letters, outbound phone calls to delinquent accounts, external debt collection, etc.). FAMILY: Finance. This job family conducts the financial and accounting operations of the organization. Areas of responsibility include preparing, collecting and interpreting financial information; preparing budgets, reports, forecasts and statutory returns; conducting financial analyses of proposals, investments and fund sources; managing the organization's taxation affairs; managing cost accounting systems and cash flow; controlling treasury and ensuring compliance with regulatory standards. This job family also includes positions responsible for accounting administration activities such as accounts payable, accounts receivable, credit, collections, billing and invoicing. SUBFAMILY: Credit & Collections. Positions in this sub-family are responsible for the organization's credit policy including the assessment of credit applications and outstanding credit. Manages or performs work in some/all of the following areas: Researching credit history. Applying acceptable credit lines and payment terms to new customer and/or supplier accounts. Collection and maintenance of customer accounts. Follow-up correspondence, resolution and escalation of overdue accounts. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency. Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Collections Representative II	Mercer Benchmark - United States, 2021	Collections work is focused on administering, designing, and ensuring compliance with collections processes including: Collection and maintenance of customer accounts (e.g., track account status, report on outstanding balances, prioritize collection activity). Follow up overdue accounts (e.g., initiate demand letters, outbound phone calls to delinquent accounts, external debt collection, etc.). FAMILY: Finance. This job family conducts the financial and accounting operations of the organization. Areas of responsibility include preparing, collecting and interpreting financial information; preparing budgets, reports, forecasts and statutory returns; conducting financial analyses of proposals, investments and fund sources; managing the organization's taxation affairs; managing cost accounting systems and cash flow; controlling treasury and ensuring compliance with regulatory standards. This job family also includes positions responsible for accounting administration activities such as accounts payable, accounts receivable, credit, collections, billing and invoicing. SUBFAMILY: Credit & Collections. Positions in this sub-family are responsible for the organization's credit policy including the assessment of credit applications and outstanding credit. Manages or performs work in some/all of the following areas: Researching credit history. Applying acceptable credit lines and payment terms to new customer and/or supplier accounts. Collection and maintenance of customer accounts. Follow-up correspondence, resolution and escalation of overdue accounts. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency. Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
Collections Representative II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Collects and negotiates terms of payment on overdue accounts with corporate and individual clients. Conducts investigations and collection activities from an office or in the field. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.5	1

Figure 101: CSU Benchmark Job Market Pricing Details – Communication Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
COMMUNICATION PROFESSIONAL II	CompData Benchmark Pro - National - January, 2021	Creates, writes, edits, and updates manuals, brochures and marketing materials. Determines formats and general design of information. Prepares charts outlining market segments and statistical analysis. May layout and write copy. Maintains logs, records and reference library. Translates large volume of information into clear, concise, user-oriented language. Bachelor's degree required and one year experience. JOB FAMILY: Marketing and Communications.		0	1
COMMUNICATION PROFESSIONAL II	CompData Colleges & Universities - January, 2021	Creates, writes, edits, and updates manuals, brochures and marketing materials. Determines formats and general design of information. Prepares charts outlining market segments and statistical analysis. May layout and write copy. Maintains logs, records and reference library. Translates large volume of information into clear, concise, user-oriented language. Bachelor's degree required and one year experience. JOB FAMILY: Marketing and Communications.		0.25	1
COMMUNICATION PROFESSIONAL II	Mercer Benchmark - United States, 2021	General Communications & Corporate Affairs includes work managed or performed across multiple Communications & Corporate Affairs sub-families. Specializations in this sub-family typically perform work related to both internal and external communications, including developing the content for and producing written and visual communications. The internal portion of the work is focused on company-wide communications to employees related to organization values/strategy performance and employee programs, policies, and tools. The external communications portion of the work includes aspects of one or more of the following: Public Relations. Government Relations. Community Relations/Corporate Responsibility. Investor Relations. In some organizations, incumbents may also develop materials for marketing/advertising communications. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Communications & Corporate Affairs Generalists. Positions in this sub-family are responsible for one or more components of the organization's communications and corporate affairs function, including internal and external communications, change management, investor relations and other corporate affairs activities. Activities include: Developing the content for and producing written and visual communications for both internal and external audiences. Non-technical change management and process improvement strategy and planning involving general business processes, corporate/market initiatives, mergers & acquisitions and/or organization structures. Technical change management and process improvement to the organization's IT infrastructure. Lobbying as a company spokesperson. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency. Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
COMMUNICATION PROFESSIONAL II	Mercer Benchmark - United States, 2021	General Communications & Corporate Affairs includes work managed or performed across multiple Communications & Corporate Affairs sub-families. Specializations in this sub-family typically perform work related to both internal and external communications, including developing the content for and producing written and visual communications. The internal portion of the work is focused on company-wide communications to employees related to organization values/strategy performance and employee programs, policies, and tools. The external communications portion of the work includes aspects of one or more of the following: Public Relations. Government Relations. Community Relations/Corporate Responsibility. Investor Relations. In some organizations, incumbents may also develop materials for marketing/advertising communications. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Communications & Corporate Affairs Generalists. Positions in this sub-family are responsible for one or more components of the organization's communications and corporate affairs function, including internal and external communications, change management, investor relations and other corporate affairs activities. Activities include: Developing the content for and producing written and visual communications for both internal and external audiences. Non-technical change management and process improvement strategy and planning involving general business processes, corporate/market initiatives, mergers & acquisitions and/or organization structures. Technical change management and process improvement to the organization's IT infrastructure. Lobbying as a company spokesperson. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency. Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.25	1
COMMUNICATION PROFESSIONAL II	Western Management Group EduComp (CSULAX), 2021	Develops and implements a comprehensive communications program and coordinates major events that promote the visibility and recognition. Develops clear, concise content for press releases, website updates, print materials, and social media networks, ensuring consistent and effective messaging across all platforms. Coordinates the planning, publicizing, and execution of select, high profile events. May manage staff, make hiring decisions, provide coaching, training and mentoring, manage performance and determine staffing needs. Education and Experience: Bachelor degree and 3 - 5 years communications experience or equivalent combination of education/experience.		0	1
COMMUNICATION PROFESSIONAL II	Western Management Group EduComp (CSULAX), 2021	Develops and implements a comprehensive communications program and coordinates major events that promote the visibility and recognition. Develops clear, concise content for press releases, website updates, print materials, and social media networks, ensuring consistent and effective messaging across all platforms. Coordinates the planning, publicizing, and execution of select, high profile events. May manage staff, make hiring decisions, provide coaching, training and mentoring, manage performance and determine staffing needs. Education and Experience: Bachelor degree and 3 - 5 years communications experience or equivalent combination of education/experience.		0.25	1
COMMUNICATION PROFESSIONAL II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Researches, develops, plans, designs, maintains and implements policies and programs that enhance the organization's relations with the community, the public, government and regulatory authorities, shareholders and employees. Responsibilities are within the Corporate Affairs/Communications Function as a generalist or in a combination of Disciplines. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 102: CSU Benchmark Job Market Pricing Details – Community and Govt. Relations Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Community and Govt. Relations Professional III	CompData Colleges & Universities - January, 2021	Coordinates and supports the day-to-day governmental relations of the organization. Tracks and reviews relevant federal legislation of interest to the organization. Prepares statements and papers and organizes on-site educational programs for legislative guests. Provides assistance to local and state associations regarding ordinances and political activity. Supports internal and external customers. Bachelor's degree required and three years experience. JOB FAMILY: Government Relations.	*+10% for level	0.13	1.1
Community and Govt. Relations Professional III	CompData Colleges & Universities - January, 2021	Plans, directs, and coordinates community outreach programs for the organization. Works with members of the business community and government agencies to develop and implement assessment and improvement strategies. Oversees program specialists and representatives. Bachelor's degree required and five years experience. JOB FAMILY: External Affairs.	*-20% for level	0.13	0.8
Community and Govt. Relations Professional III	Mercer Benchmark - United States, 2021	Government and Public Relations is a specialized area of Corporate Affairs focused on influencing government policy/legislative direction and public opinion to improve the environment in which an organization operates including: Building/maintaining relationships with governments, trade associations, industry coalitions, public services, and other authorities to influence policies and positions. Monitoring, analyzing, and reporting on government policy and legislation (e.g., identifying emerging policy/regulatory trends, developing issues and position papers for presentation to business leadership, etc.). Developing and implementing government relations initiatives (e.g., trade association member outreach, grassroots employee/public calls to action, political action committees, etc.). Creating and distributing public communications to protect and promote the reputation of the organization (e.g., media releases, speeches, newsletters, social media communication, etc.). Organizing and acting as company spokesperson at promotional events (e.g., press conferences, open days, exhibitions, tours and visits, etc.). Responding to inquiries (e.g., first contact for inquiries from the public, the press, consumers, government agencies, etc.). FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Corporate Affairs. Positions in this sub-family are responsible for maintaining and enhancing positive relations with external audiences, including the general public, shareholders, investors, government, etc. Activities include: Communications to influence beliefs/perceptions with focus on government policy and legislative direction to improve the organization's regulatory and economic environments. Active involvement with the communities in which the organization operates to address social, economic, and environmental challenges and promote the organization's image in a positive way. Offering of public education/awareness programs community members as an act of goodwill. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex		0.25	1
Community and Govt. Relations Professional III	Western Management Group EduComp (CSULAX), 2021	Directs the activities involved in promoting stable and productive relationships between the institution and local communities, school systems and civic organizations. Plans the institution President's visits to or appearances at community events, including identifying key leaders with whom the President should meet, informing them of the President's goals for his/her visits, creating briefing materials and ensuring follow-up to the visits. Represents the institution on local boards of nonprofit and community groups and at frequent public speaking events and oversees the institution's overall program of community outreach and related activities. Assists in determining, authorizing, and managing financial donations to local civic projects and community groups. Directs the solicitation of community-service funds and a variety of annual public service and fund-raising events initiated by the institution. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree required; an advanced degree in such fields as Public Administration, Public Policy or Law is desirable. Requires a minimum of 5 - 7 years of experience.	*-20% for level	0.25	0.8
Community and Govt. Relations Professional III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops and maintains a favorable relationship with the surrounding community. Develops and coordinates programs to promote good will by disseminating information to the community and soliciting feedback from residents. Organizes and supports employee volunteer programs and coordinates with local groups. May participate in the organization's charitable giving programs as they affect community initiatives. May represent the organization at community gatherings or forums. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.25	1
Community and Govt. Relations Professional III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops and maintains policies and programs to ensure organizational awareness of government legislation and/or regulatory issues that affect the organization and respond to same. Ensures that the organization's interests are represented and protected in legislative proceedings and in the development of market rules and procedures. Prepares and organizes forums and gatherings with government officials to exchange ideas and information on business activities and potential legislation that may affect the organization. Acts as a resource on regulatory matters with regard to product changes. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0	1

Figure 103: CSU Benchmark Job Market Pricing Details – Compliance Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Compliance Professional II	CompData Benchmark Pro - National - January, 2021	Generates and submits compliance documentation to government offices. Conducts investigations and resolves non-routine compliance issues. Creates or modifies policies in compliance with regulatory requirements. Possesses extensive knowledge of compliance practices and procedures and monitors changes in regulations. Provides guidance to lower-level staff. Bachelor's degree required and four years experience. JOB FAMILY: Legal.	*-10% for level	0	0.9
Compliance Professional II	CompData Colleges & Universities - January, 2021	Generates and submits compliance documentation to government offices. Conducts investigations and resolves non-routine compliance issues. Creates or modifies policies in compliance with regulatory requirements. Possesses extensive knowledge of compliance practices and procedures and monitors changes in regulations. Provides guidance to lower-level staff. Bachelor's degree required and four years experience. JOB FAMILY: Legal.	*-10% for level	0.5	0.9
Compliance Professional II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for defining and documenting policies and procedures related to the standards established by the business that comply with applicable external legislation/regulations, but may also reflect a higher standard than the legally required minimum. Activities include employee compliance training and ensuring employee completion of all required courses; auditing compliance with programs & procedures, investigating complaints, and verifying that deficiencies are corrected. An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0	1
Compliance Professional II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for defining and documenting policies and procedures related to the standards established by the business that comply with applicable external legislation/regulations, but may also reflect a higher standard than the legally required minimum. Activities include employee compliance training and ensuring employee completion of all required courses; auditing compliance with programs & procedures, investigating complaints, and verifying that deficiencies are corrected. An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0.25	1
Compliance Professional II	Western Management Group CompBase - Summer (CSULAX), 2021	Responsible for developing, implementing and auditing systems, procedures and programs that ensure company compliance with local, state, federal and international consumer product environmental protection and employee health and safety regulations. Creates systems to manage and streamline the regulatory process for products. Provides advice to management on modifications/updates in government regulations and recommends appropriate actions to be taken. Works closely with product development to provide regulatory guidance. Work is assigned and general instructions given for routine work; more detailed instruction is provided for new projects. Applies knowledge of company policies and standard practices to resolve problems. Analyzes issues and uses judgment to make decision. Escalates non-standard problems or issues. EDUCATION AND EXPERIENCE: Bachelor's Degree, Master's Degree preferred, and 3-5 years of experience.	*-10% for level	0.25	0.9

Figure 104: CSU Benchmark Job Market Pricing Details – Cook II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Cook II	CompData Colleges & Universities - January, 2021	Prepares food items and sets up kitchen food stations. Ensures that food stations are stocked adequately to complete food orders in a timely manner. Maintains food at appropriate temperatures and complies with food handling practices. Keeps work area clean. High school education or equivalent preferred. JOB FAMILY: Food Service.		0.13	1
Cook II	CompData Colleges & Universities - January, 2021	Prepares, seasons, and cooks soups, meats, vegetables, desserts and other edible items for consumption in eating establishments. Prepares recipes using a variety of kitchen utensils. Reads menu to estimate food requirements. Orders food from supplier or procures food from storage. May supervise other kitchen employees. High school education or equivalent preferred. JOB FAMILY: Food Service.		0.13	1
Cook II	Mercer Benchmark - United States, 2021	Associated Specializations: Baker (Hospitality & Retail) - S20; Cake Decoration (Hospitality & Retail) - S20; Food Service Cook - S20; Line Cook - S20; Pastry Chef (Hospitality & Retail) - S20; Prep Cook - S20; Special Events/Catering Chef (Hospitality & Retail) - S20		0.5	1
Cook II	Mercer Benchmark - United States, 2021	Performs general cooking duties in preparing food items. Work involves cooking according to standard recipes and may include some general cleaning duties. Requires knowledge of basic kitchen equipment. FAMILY: Hospitality (Food Service & Lodging). This job family provides food, beverage, and lodging services to customers. Roles exist in hotels/resorts, restaurants, and other food service venues. Activities include restaurant & hotel/resort operations management, banqueting, catering, food and beverage preparation, table service, and food/menu planning and development. SUBFAMILY: Food & Beverage Preparation/Table Service. Positions in this sub-family are responsible for activities associated with food and beverage preparation, table service, and food delivery. Manages or performs work in some/all of the following areas: Preparation and service of alcoholic beverages, coffee, tea, etc. Preparation of food including pastries, cakes, baked goods, desserts, etc. Table cleaning/reset, restaurant carry-out support, food delivery drivers, etc. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Cook II	Western Management Group EduComp (CSULAX), 2021	Prepares and cooks standard or specialty food items. Performs set-up and sanitation of cooking areas, assists in menu development, and conducts inventories and stocking of supplies and ingredients. Cooks from scratch or makes substitutions as requested. May create new recipes or correct existing recipes by making substitutions as needed. Prepares list of items needed for next day according to menu offerings. Ensures culinary staff and cooking stations are ready for meal times and/or special events in a timely manner. May provide leadership to other staff to ensure that all food is prepared according to recipes and menu. Performs work in accordance with Institute and regulatory agencies safety standards and practices. Education and Experience: A culinary certificate and 2 - 3 years of experience.		0.25	1

Figure 105: CSU Benchmark Job Market Pricing Details – Credential Analyst II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Credential Analyst II	CompData Colleges & Universities - January, 2021	Implements and maintains the credentialing and re-credentialing process for the organization. Reviews and processes applications for credentials, certifications, and permits. Possesses knowledge of and presents information to faculty and staff regarding credentialing requirements. Implements changes to comply with revised governmental regulations or organizational policies. Associate's degree required and two years experience. JOB FAMILY: Human Resources.	*+10% for Level	1	1.1

Figure 106: CSU Benchmark Job Market Pricing Details – Custodian I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Custodian I	CompData Benchmark Pro - National - January, 2021	Performs housekeeping and janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas in clean and orderly condition. Mixes own cleaning solutions to appropriate strength. Removes trash from offices and other work areas. May assist other service personnel with minor repairs. May operate snow removal equipment. Follows established routine. Ability to read and understand cleaning instructions and information. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0	1
Custodian I	CompData Colleges & Universities - January, 2021	Performs housekeeping and janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas in clean and orderly condition. Mixes own cleaning solutions to appropriate strength. Removes trash from offices and other work areas. May assist other service personnel with minor repairs. May operate snow removal equipment. Follows established routine. Ability to read and understand cleaning instructions and information. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0.25	1
Custodian I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs housekeeping and janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas in clean and orderly condition. Mixes own cleaning solutions to appropriate strength. Removes trash from offices and other work areas. May assist other service personnel with minor repairs. Follows established routine.		0.25	1
Custodian I	Merger Benchmark - United States, 2021	Custodial/Cleaning performs custodial and cleaning work including: Dusting furniture, walls, fixtures, or equipment; cleaning/waxing floors, and cleaning common area kitchens and rest rooms. Operating cleaning equipment (e.g., steam cleaners, floor polishers). Collecting and disposing of garbage and recycling according to sanitation and operational standards. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitation of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S1 Entry Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Work is routine or follows standard procedures. Work is closely supervised. Communicates information that requires little explanation or interpretation.		0	1
Custodian I	Merger Benchmark - United States, 2021	Custodial/Cleaning performs custodial and cleaning work including: Dusting furniture, walls, fixtures, or equipment; cleaning/waxing floors, and cleaning common area kitchens and rest rooms. Operating cleaning equipment (e.g., steam cleaners, floor polishers). Collecting and disposing of garbage and recycling according to sanitation and operational standards. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitation of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S1 Entry Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Work is routine or follows standard procedures. Work is closely supervised. Communicates information that requires little explanation or interpretation.		0.25	1
Custodian I	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs maintenance and custodial duties in office, manufacturing and rest areas, maintaining premises in a clean and orderly manner. Operates commonly used types of power cleaning and polishing equipment. Performs custodial tasks such as sweeping, mopping and waxing floors; dusting and polishing woodwork, fixtures and equipment; washing windows, walls and lavatory facilities. May perform minor preventative maintenance tasks on equipment, machinery equipment and systems such as lubrication, cleaning, filter change and the like. Assists in the movement and relocation of furniture, equipment and machinery as required. May provide work leadership to lower level custodians. EDUCATION AND EXPERIENCE: At least 1 year previous work experience is normally required.		0	1
Custodian I	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs maintenance and custodial duties in office, manufacturing and rest areas, maintaining premises in a clean and orderly manner. Operates commonly used types of power cleaning and polishing equipment. Performs custodial tasks such as sweeping, mopping and waxing floors; dusting and polishing woodwork, fixtures and equipment; washing windows, walls and lavatory facilities. May perform minor preventative maintenance tasks on equipment, machinery equipment and systems such as lubrication, cleaning, filter change and the like. Assists in the movement and relocation of furniture, equipment and machinery as required. May provide work leadership to lower level custodians. EDUCATION AND EXPERIENCE: At least 1 year previous work experience is normally required.		0.25	1
Custodian I	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs a variety of general manual labor tasks (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, assisting in the handling of heavy materials, making minor repairs, mowing lawns, shoveling snow, cleaning, dusting, washing windows, moving and polishing furniture and equipment). Follows specific processes and procedures to maintain the buildings, facilities and grounds. LEVEL: Entry (Production/Manual Labor) (W1). ALIGNS WITH: Global Grades 02 and 03. Has little or no prior relevant training or work experience. Works under close supervision with little autonomy. Works with clearly defined methods and tasks that are described in detail. Global Grade 03 Differentiators: Has limited prior relevant training or work experience. Contributes directly to specific unskilled tasks or processes. Has limited discretion to vary from established procedures. Global Grade 02 Differentiators: Has no prior relevant training or work experience. Contributes indirectly to specific unskilled tasks or processes. Has no discretion to vary from established procedures.		0	1

Figure 107: CSU Benchmark Job Market Pricing Details – Data Analytics Developer III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Data Analytics Developer III	Western Management Group CompBase - Summer (CSULAX), 2021	Provides technical expertise for database design, implementation, information storage and retrieval, data flow and analysis. Develops software. Responsible for developing a database structure that fits into the overall system and design. Assists with recommendation and evaluates updates and new software. Translates sets of requirements and data into useable documents. EDUCATION AND EXPERIENCE: Bachelor's Degree or Master's Degree and 5-7 years of experience.		0	1
Data Analytics Developer III	Western Management Group CompBase - Summer (CSULAX), 2021	Provides technical expertise for database design, implementation, information storage and retrieval, data flow and analysis. Develops software. Responsible for developing a database structure that fits into the overall system and design. Assists with recommendation and evaluates updates and new software. Translates sets of requirements and data into useable documents. EDUCATION AND EXPERIENCE: Bachelor's Degree or Master's Degree and 5-7 years of experience.		0.25	1
Data Analytics Developer III	Western Management Group EduComp (CSULAX), 2021	Responsible for enhancing and maintaining the institution's administrative data warehouse, serving several subject areas including finance, human resources and student services. Responsible for the design, development, implementation and support of all data warehouse subject areas to meet the customer needs. Creates standards and procedures related to end user and internal interface environment. Establishes user requirements. Providing expertise on design of data model to reduce data redundancy, increase data reusability and enhance data integrity. Responsible for development of data models for data warehouse, data dictionaries to provide thorough and clear definitions of data. Works with data warehousing team on technical issues and system architecture definition. Investigates and recommends solutions to system performance problems. Implements patches and upgrades. Monitors status of assignments and reviews work for completion/quality. Education and Experience: Bachelor degree and 5 - 7 years of related experience or equivalent. Must have experience in analysis, design, data modeling and data warehouse design.		0.5	1
Data Analytics Developer III	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Analyzes, designs, creates and implements databases, including data models, logical and physical databases, data dictionaries and schemas, access methods, device allocations, validation checks, organization and security. Develops and implements database recovery plans and procedures. Develops and implements database analysis and development policies, standards and procedures. Collaborates with database software vendors such as SAP, Oracle, Cloudera, Amazon, Redis, ETL and external technical support on issues such as software upgrades, problems and potential solutions. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.25	1

Figure 108: CSU Benchmark Job Market Pricing Details – Database Administrator II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Database Administrator II	CompData Benchmark Pro - National - January, 2021	Develops, codes, and maintains computer databases. Coordinates changes to computer databases and writes the code. Tests and implements changes. Modifies existing databases or directs programmers and analysts to make changes. Plans, coordinates, and implements security measures to ensure appropriate use of data and prevent damage, unauthorized modification, or disclosure. Specifies user and user access level. Reviews project requests to estimate time and costs. Bachelor's degree in computer science required and two years experience. JOB FAMILY: Information Systems.		0.16	1
Database Administrator II	CompData Colleges & Universities - January, 2021	Develops, codes, and maintains computer databases. Coordinates changes to computer databases and writes the code. Tests and implements changes. Modifies existing databases or directs programmers and analysts to make changes. Plans, coordinates, and implements security measures to ensure appropriate use of data and prevent damage, unauthorized modification, or disclosure. Specifies user and user access level. Reviews project requests to estimate time and costs. Bachelor's degree in computer science required and two years experience. JOB FAMILY: Information Systems.		0.25	1
Database Administrator II	Mercer Benchmark - United States, 2021	IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including: Defining standards for physical data storage, maintenance, access and security administration. Performing backup and recovery using Database Management Systems. Configuring database parameters and defining data repository requirements, data dictionaries, and warehousing requirements. Designing and implementing approaches to improve database performance, capacity, and scalability. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Database Administrator II	Mercer Benchmark - United States, 2021	IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including: Defining standards for physical data storage, maintenance, access and security administration. Performing backup and recovery using Database Management Systems. Configuring database parameters and defining data repository requirements, data dictionaries, and warehousing requirements. Designing and implementing approaches to improve database performance, capacity, and scalability. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Database Administrator II	Western Management Group EduComp (CSULAX), 2021	Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests designed applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs system level database maintenance. Education and Experience: Bachelors Degree in Computer Science, a related field or equivalent experience, and 2 - 5 years of related database design and implementation experience.		0.25	1
Database Administrator II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Administers database utilities, monitors the relationships between the database users and applications, and maintains the organization's databases across multiple platforms and computing environments. Applies understanding of relational database concepts and query languages in order to design required summary or aggregation tables to support analyses. Collaborates with technology infrastructure staff to identify data relationships and functional requirements; analyzes and resolves issues related to information flow and content. Maintains database support tools, database tables and dictionaries and recovery and back-up procedures. Performs data modeling studies and develops detailed data models; maintains data model and entity relationship diagrams. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1

Figure 109: CSU Benchmark Job Market Pricing Details – Database Administrator IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Database Administrator IV	CompData Benchmark Pro - National - January, 2021	Develops, codes, and maintains computer databases. Coordinates changes to computer databases and writes the code. Tests and implements changes. Modifies existing databases or directs programmers and analysts to make changes. Plans, coordinates, and implements security measures to ensure appropriate use of data and prevent damage, unauthorized modification, or disclosure. Specifies user and user access level. Reviews project requests to estimate time and costs. Bachelor's degree in computer science required and two years experience. JOB FAMILY: Information Systems.		0.16	1.2
Database Administrator IV	CompData Colleges & Universities - January, 2021	Develops, codes, and maintains computer databases. Coordinates changes to computer databases and writes the code. Tests and implements changes. Modifies existing databases or directs programmers and analysts to make changes. Plans, coordinates, and implements security measures to ensure appropriate use of data and prevent damage, unauthorized modification, or disclosure. Specifies user and user access level. Reviews project requests to estimate time and costs. Bachelor's degree in computer science required and two years experience. JOB FAMILY: Information Systems.		0.25	1.2
Database Administrator IV	Mercer Benchmark - United States, 2021	IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including: Defining standards for physical data storage, maintenance, access and security administration. Performing backup and recovering using Database Management Systems. Configuring database parameters and defining data repository requirements, data dictionaries, and warehousing requirements. Designing and implementing approaches to improve database performance, capacity, and scalability. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0	1
Database Administrator IV	Mercer Benchmark - United States, 2021	IT Database Administration work includes designing, configuring, and managing databases to ensure the integrity, security and accessibility of the organization's data including: Defining standards for physical data storage, maintenance, access and security administration. Performing backup and recovering using Database Management Systems. Configuring database parameters and defining data repository requirements, data dictionaries, and warehousing requirements. Designing and implementing approaches to improve database performance, capacity, and scalability. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0.17	1
Database Administrator IV	Western Management Group EduComp (CSULAX), 2021	Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests designed applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs system level database maintenance. Education and Experience: Bachelors Degree in Computer Science, a related field or equivalent experience, and 2 - 5 years of related database design and implementation experience.		0.25	1.2
Database Administrator IV	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Administers database utilities, monitors the relationships between the database users and applications, and maintains the organization's databases across multiple platforms and computing environments. Applies understanding of relational database concepts and query languages in order to design required summary or aggregation tables to support analyses. Collaborates with technology infrastructure staff to identify data relationships and functional requirements; analyzes and resolves issues related to information flow and content. Maintains database support tools, database tables and dictionaries and recovery and back-up procedures. Performs data modeling studies and develops detailed data models; maintains data model and entity relationship diagrams. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.		0.17	1

Figure 110: CSU Benchmark Job Market Pricing Details – Diversity Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Diversity Professional III	CompData Colleges & Universities - January, 2021	Researches university programs and current populations to determine diversity issues. Develops and coordinates outreach and awareness programs designed to promote ethnicity and cultural education. Develops recruitment and retention strategies for under-represented students. Provides training to address issues of equality and inclusion. Maintains departmental strategic plans. Prepares budget and obtains funding for programs and activities. Bachelor's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.		0	1
Diversity Professional III	Mercer Benchmark - United States, 2021	Diversity work is focused on employment diversity regulations including: Ensuring compliance with internal and external policies, laws, and regulations. Compiling and reporting diversity statistics to employees, top management, and public/government agencies. Monitoring compliance efforts and partnering with HR colleagues to investigate and address employee grievances. May direct the processing of complaints and the organization's defense before administrative or judicial proceedings. May also include diversity program development and training. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Employee/Labor Relations & Diversity. Positions in this sub-family are responsible for managing interactions and relationships with employees and labor unions including: Implementing measures to increase employee morale, motivation and satisfaction. Investigating and resolving complaints, grievances, and disputes. Representing management in union/labor relations including the negotiation, interpretation, and administration of collective bargaining agreements. Diversity/equal employment opportunity programs, training, and compliance. Advising management on strategies that ensure a productive and harmonious workplace. May be accountable for employee assistance (EAP) and work/life programs. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex		0	1
Diversity Professional III	Mercer Benchmark - United States, 2021	Diversity work is focused on employment diversity regulations including: Ensuring compliance with internal and external policies, laws, and regulations. Compiling and reporting diversity statistics to employees, top management, and public/government agencies. Monitoring compliance efforts and partnering with HR colleagues to investigate and address employee grievances. May direct the processing of complaints and the organization's defense before administrative or judicial proceedings. May also include diversity program development and training. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Employee/Labor Relations & Diversity. Positions in this sub-family are responsible for managing interactions and relationships with employees and labor unions including: Implementing measures to increase employee morale, motivation and satisfaction. Investigating and resolving complaints, grievances, and disputes. Representing management in union/labor relations including the negotiation, interpretation, and administration of collective bargaining agreements. Diversity/equal employment opportunity programs, training, and compliance. Advising management on strategies that ensure a productive and harmonious workplace. May be accountable for employee assistance (EAP) and work/life programs. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex		0.25	1
Diversity Professional III	Western Management Group EduComp (CSULAX), 2021	Provides leadership and supervision for the programmatic, consultative and analytical operations in a Diversity and Inclusion functional subject matter specialty area. Provides expertise & consultation to campus constituencies and leadership to create, develop and support best practice standards. Resolves complex cases/conflicts among constituencies, involving the complex interpretation and application of regulations, policies and practices. Manages the application of established Diversity/Inclusion policies and practices in a functional area. Supervises and sets performance standards for assigned staff. Ensures operation and service performance standards, seeks ongoing improvement to service deliveries and contributes significantly to the refinement of Diversity/Inclusion policies and practices. Regularly reviews and forms observations from data to make recommendations for refinement and influence Diversity/Inclusion policies and practices. Ensures reports are in conformance with legislated requirements or organizational needs. Education and experience: Bachelor degree and 5 - 7 years of related experience.		0.5	0.9
Diversity Professional III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops, implements and evaluates diversity/equal employment opportunity (EEO) and affirmative action programs to ensure compliance with government legislation and organization goals. Provides training and coaching for employees and managers on diversity issues. Determines the efficiency and effectiveness of the EEO data system. Prepares employment trend reports related to the utilization of the job market in employment practices. Recommends improvements in recruitment and employee programs to ensure compliance with diversity/EEO goals and regulations. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.25	1

Figure 111: CSU Benchmark Job Market Pricing Details – Drafting Technician II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Drafting Technician II	Mercer Benchmark - United States, 2021	Computer Aided Design & Drafting (CAD/CAM/CAE) work focuses on the documentation, illustration, and digital modeling of engineering designs and processes including: Assessing engineering requirements and translating into technical blueprints, drawings, layouts, and simulation models using CAD/CAM/CAE software or applying standard CAD/CAM/CAE techniques to digitize, edit, and revise engineering drawings of components, parts, and assemblies. Customizing CAD/CAM/CAE software to model complex or unusual designs. Creating digital proto-types and conducting design simulations for purposes of verifying reliability/safety and optimizing engineering processes. Collaborating with product/manufacturing process engineers by recommending changes to component designs based on outcomes of digital proto-typing and design simulations. May provide materials lists and cost estimates. Specialization Match Note: Para-Professional incumbents typically work on less complex engineering designs and processes than Individual Professionals and modify draft layouts/models created by engineers and CAD/CAM/CAE designers. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Design Services. Positions in this sub-family include non-engineering roles that provide technical design services and support to Engineering teams in some/all of the following areas: Designing components/portions of an engineered product, functional system, or structure. Developing layouts, drawings, models, and simulations of engineering designs using computer aided design/engineering/manufacturing (CAD/CAE/CAM) software. Building scale models of industrial products/components and manufacturing equipment. Conducting research and analysis as input to engineering calculations, designs, and testing (e.g., surveying & mapping geographical features, stress testing materials/assemblies, analyzing/optimizing software & control systems, etc.). CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Drafting Technician II	Mercer Benchmark - United States, 2021	Computer Aided Design & Drafting (CAD/CAM/CAE) work focuses on the documentation, illustration, and digital modeling of engineering designs and processes including: Assessing engineering requirements and translating into technical blueprints, drawings, layouts, and simulation models using CAD/CAM/CAE software or applying standard CAD/CAM/CAE techniques to digitize, edit, and revise engineering drawings of components, parts, and assemblies. Customizing CAD/CAM/CAE software to model complex or unusual designs. Creating digital proto-types and conducting design simulations for purposes of verifying reliability/safety and optimizing engineering processes. Collaborating with product/manufacturing process engineers by recommending changes to component designs based on outcomes of digital proto-typing and design simulations. May provide materials lists and cost estimates. Specialization Match Note: Para-Professional incumbents typically work on less complex engineering designs and processes than Individual Professionals and modify draft layouts/models created by engineers and CAD/CAM/CAE designers. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Design Services. Positions in this sub-family include non-engineering roles that provide technical design services and support to Engineering teams in some/all of the following areas: Designing components/portions of an engineered product, functional system, or structure. Developing layouts, drawings, models, and simulations of engineering designs using computer aided design/engineering/manufacturing (CAD/CAE/CAM) software. Building scale models of industrial products/components and manufacturing equipment. Conducting research and analysis as input to engineering calculations, designs, and testing (e.g., surveying & mapping geographical features, stress testing materials/assemblies, analyzing/optimizing software & control systems, etc.). CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
Drafting Technician II	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Prepares drawings for civil engineering projects such as bridges, highways, waterfront facilities, sanitary and drainage systems, traffic systems, tunnels, mass transit systems, airports, commercial and industrial buildings, dams and reservoirs. Prepares drawings or schematics of electronic power distribution systems involving electronic circuitry. Prepares drawings for HVAC (heating, ventilating and air conditioning) systems, piping systems, refrigeration systems and equipment machinery, engines and mechanical apparatus. Prepares drawings for vehicle (e.g., automobiles, planes, motorcycles) design and production. Prepares maps, cross-sections, logs, graphs and charts used in resource exploration operations. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of atypical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0.5	1

Figure 112: CSU Benchmark Job Market Pricing Details – Electrician

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Electrician	CompData Benchmark Pro - National - January, 2021	Specializes in the installation, operation, repair, and maintenance of electrical systems. Works on internal wiring in homes and other buildings. Installs conduit in the walls for the purpose of running electrical wiring. Mounts electrical sockets and installs specialized circuits. Installs complex electrical equipment such as breaker boxes and voltage meters as needed. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.		0	1
NEW - Electrician	CompData Colleges & Universities - January, 2021	Specializes in the installation, operation, repair, and maintenance of electrical systems. Works on internal wiring in homes and other buildings. Installs conduit in the walls for the purpose of running electrical wiring. Mounts electrical sockets and installs specialized circuits. Installs complex electrical equipment such as breaker boxes and voltage meters as needed. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.		0	1
NEW - Electrician	CUPA Staff in Higher Education (CSULAX), 2020-2021	Installs, maintains, and troubleshoots a variety of electrical equipment and electrical systems, including high voltage.		0	1
NEW - Electrician	Mercer Benchmark - United States, 2021	Repair & Maintenance Electrical work focuses on repairing, constructing, installing, troubleshooting, and maintaining electrical systems and equipment including: installing, calibrating, and testing electrical building infrastructure, controls systems, and equipment. Cutting, threading, bending, coupling, and strapping electrical conduit/wiring. Troubleshooting electrical malfunctions and inspecting circuits/wiring for shielding and grounding. Testing electrical equipment for safety and efficiency. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
NEW - Electrician	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled duties to install, maintain and repair facility electrical equipment and systems. Installs electrical equipment and fixtures including circuit breakers, controllers, switches, motors, meters, conduit, relays, transmission systems and the like. Reads and interprets blueprints, construction drawings, wiring diagrams, schematics and follows verbal instructions to plan and layout conduit, install transmission equipment and ensure proper operation of installed electrical equipment and systems. Troubleshoots electrical malfunctions to isolate and repair electrical problems. Uses a variety of test equipment to determine electrical transmission and operation problems. Uses a variety of hand and power tools to install and repair electrical equipment, fixtures and transmission systems. May provide work leadership to other maintenance personnel. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of the practices, tools, equipment and materials used in the electricians trade as would normally be obtained through technical or trade school and experience equivalent to a journey level electrician. Ability to read, understand and interpret blueprints, construction drawings and wiring diagrams. Knowledge and understanding of pertinent local and national electrical codes. Excludes those with bona fide supervisory responsibilities. Include only those who specialize in electrician tasks as the major component of the job.		0	1
NEW - Electrician	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Repairs, installs, replaces and tests electrical circuits, equipment and appliances using hand tools and testing instruments to supply electrical power for lighting, equipment and machine operations. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of typical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0	1
NEW - Electrician	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Repairs, installs, replaces and tests electrical circuits, equipment and appliances using hand tools and testing instruments to supply electrical power for lighting, equipment and machine operations. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of typical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0.5	1

Figure 113: CSU Benchmark Job Market Pricing Details – Equipment Systems Specialist

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Equipment Systems Specialist	CompData Benchmark Pro - National - January, 2021	Installs and repairs voice, data, and video communications systems to ensure reliable operation. Troubleshoots, conducts preventive maintenance, and performs system diagnostic checks. Resolves problems or refers to outside service vendors. Reviews work orders and disassembles and moves equipment. Provides training and technical assistance to users as needed. Associate's degree required or equivalent training and/or experience. JOB FAMILY: Information Systems.		0.16	1
Equipment Systems Specialist	CompData Colleges & Universities - January, 2021	Installs and repairs voice, data, and video communications systems to ensure reliable operation. Troubleshoots, conducts preventive maintenance, and performs system diagnostic checks. Resolves problems or refers to outside service vendors. Reviews work orders and disassembles and moves equipment. Provides training and technical assistance to users as needed. Associate's degree required or equivalent training and/or experience. JOB FAMILY: Information Systems.		0.25	1
Equipment Systems Specialist	CUPA Staff in Higher Education (CSULAX), 2020-2021	Responsible for the proper selection, setup, testing, and operation of lights, mics, and other audiovisual equipment.	+20% for Level	0.25	1.2
Equipment Systems Specialist	Mercer Benchmark - United States, 2021	Field Service Technician work focuses on installing, configuring, calibrating, and repairing technical products and systems at customer field locations including: Performing a variety of maintenance and technical support on installed products and equipment. Troubleshooting, diagnosing, and resolving malfunctions. Determining when products should be upgraded or replaced. May provide onsite training for customer support personnel. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment, ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Equipment Systems Specialist	Mercer Benchmark - United States, 2021	Field Service Technician work focuses on installing, configuring, calibrating, and repairing technical products and systems at customer field locations including: Performing a variety of maintenance and technical support on installed products and equipment. Troubleshooting, diagnosing, and resolving malfunctions. Determining when products should be upgraded or replaced. May provide onsite training for customer support personnel. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment, ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.17	1
Equipment Systems Specialist	Western Management Group CompBase - Summer (CSULAX), 2021	Telecommunications technicians, under close direction, configure, implement, and maintain voice, data and network communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment and tools. Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May support, from a maintenance standpoint, various systems needs of electronic mail, message centers, or other computer automated communications systems. Interfaces with vendors on new technology and system updates. EDUCATION AND EXPERIENCE: Associate's Degree, or 2 years of formal technical training and 0-1 year of related experience; or an equivalent combination of related training and experience. Incumbents typically possess 0-3 years of related experience.		0	1
Equipment Systems Specialist	Western Management Group CompBase - Summer (CSULAX), 2021	Telecommunications technicians, under close direction, configure, implement, and maintain voice, data and network communications systems. Monitors communications performance using visual, diagnostic equipment, status indicator checking methods, etc., to locate problems. Utilizes electronic and telephone equipment and tools. Responds to local area network (LAN) and wide area network (WAN) user requests for system upgrades and changes. May support, from a maintenance standpoint, various systems needs of electronic mail, message centers, or other computer automated communications systems. Interfaces with vendors on new technology and system updates. EDUCATION AND EXPERIENCE: Associate's Degree, or 2 years of formal technical training and 0-1 year of related experience; or an equivalent combination of related training and experience. Incumbents typically possess 0-3 years of related experience.		0.09	1
Equipment Systems Specialist	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs field activities associated with installing, maintaining and servicing computer-related products, instruments or electronics at customer sites. May include PC & laptop computers, disc drives, instruments, computer or telecommunications systems and networks, security systems, audio/visual systems and the like. May provide operation/maintenance instruction to customers. Sets up and utilizes specialized test and diagnostic equipment to isolate malfunctions. Replaces defective units/components as appropriate. May work with customer via phone to identify operation/technical problems. Assists in the conduct of equipment/system acceptance testing following established procedures. Performs preventive maintenance. Typically handles routine, less complex products and/or problems, receiving direction from higher-level technicians on more complex problems. EDUCATION AND EXPERIENCE: Training equivalent to 2 years of technical trade school or military school and 2 years of field service or technical activity. Incumbents typically possess over 2-5 years of related experience.		0	1
Equipment Systems Specialist	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs field activities associated with installing, maintaining and servicing computer-related products, instruments or electronics at customer sites. May include PC & laptop computers, disc drives, instruments, computer or telecommunications systems and networks, security systems, audio/visual systems and the like. May provide operation/maintenance instruction to customers. Sets up and utilizes specialized test and diagnostic equipment to isolate malfunctions. Replaces defective units/components as appropriate. May work with customer via phone to identify operation/technical problems. Assists in the conduct of equipment/system acceptance testing following established procedures. Performs preventive maintenance. Typically handles routine, less complex products and/or problems, receiving direction from higher-level technicians on more complex problems. EDUCATION AND EXPERIENCE: Training equivalent to 2 years of technical trade school or military school and 2 years of field service or technical activity. Incumbents typically possess over 2-5 years of related experience.		0.08	1

Figure 114: CSU Benchmark Job Market Pricing Details – Equipment Technician II, Electro-Mechanical

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Equipment Technician II, Electro-Mechanical	CompData Benchmark Pro - National - January, 2021	Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required. JOB FAMILY: Engineering.		0	1
Equipment Technician II, Electro-Mechanical	CompData Colleges & Universities - January, 2021	Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required. JOB FAMILY: Engineering.		0.25	1
Equipment Technician II, Electro-Mechanical	CUPA Staff in Higher Education (CSULAX), 2020-2021	Test, install, diagnose, maintain, and repair electronic systems and equipment, and control circuits.	*+10% for level	0.25	1.1
Equipment Technician II, Electro-Mechanical	Mercer Benchmark - United States, 2021	Responsible for the design, development, implementation, operation, and maintenance of electro-mechanical systems. Troubleshoots, tests, and assembles electro-mechanical assemblies. Assists in reworking, repairing, and modifying non-conforming equipment. Specialization Match Note: Technologists apply engineering principles in the implementation of products, systems, and processes. This differs from Engineers who use theoretical aspects of engineering principles to research and conceptually design products, systems, processes, etc. Some countries may require Technologists to have a formal certification or registration and/or a formal Technologist Degree to practice as a Technologist. Professional Technicians have a Technical Degree and some incumbents have a combination of both education/experience. Para-Professional Technicians are responsible for maintenance, repair, and troubleshooting, and may not have any certifications/education but experience. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associate's degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.5	1

Figure 115: CSU Benchmark Job Market Pricing Details – Equipment Technician III, Electro-Mechanical

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Equipment Technician III, Electro-Mechanical	CompData Benchmark Pro - National - January, 2021	Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required. JOB FAMILY: Engineering.	+10% for level	0	1.1
Equipment Technician III, Electro-Mechanical	CompData Colleges & Universities - January, 2021	Performs a variety of duties such as testing, calibrating, and adjusting equipment. Operates equipment, conducts tests, and reports data. Uses verbal and written instructions, drawings, diagrams, and schematics to accomplish tasks. Follows specified methods to inspect and test equipment. Makes adjustments, modifications, and replacements as directed. Associate's degree in engineering required. JOB FAMILY: Engineering.	+10% for level	0.25	1.1
Equipment Technician III, Electro-Mechanical	CUPA Staff in Higher Education (CSULAX), 2020-2021	Test, install, diagnose, maintain, and repair electronic systems and equipment, and control circuits.	+20% for level	0.25	1.2
Equipment Technician III, Electro-Mechanical	Merger Benchmark - United States, 2021	Responsible for the design, development, implementation, operation, and maintenance of electro-mechanical systems. Troubleshoots, tests, and assembles electro-mechanical assemblies. Assists in reworking, repairing, and modifying non-conforming equipment. Specialization Match Note: Technologists apply engineering principles in the implementation of products, systems, and processes. This differs from Engineers who use theoretical aspects of engineering principles to research and conceptually design products, systems, processes, etc. Some countries may require Technologists to have a formal certification or registration and/or a formal Technologist Degree to practice as a Technologist. Professional Technicians have a Technical Degree and some incumbents have a combination of both education/experience. Para-Professional Technicians are responsible for maintenance, repair, and troubleshooting, and may not have any certifications/education but experience. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment, ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Equipment Technician III, Electro-Mechanical	Merger Benchmark - United States, 2021	Responsible for the design, development, implementation, operation, and maintenance of electro-mechanical systems. Troubleshoots, tests, and assembles electro-mechanical assemblies. Assists in reworking, repairing, and modifying non-conforming equipment. Specialization Match Note: Technologists apply engineering principles in the implementation of products, systems, and processes. This differs from Engineers who use theoretical aspects of engineering principles to research and conceptually design products, systems, processes, etc. Some countries may require Technologists to have a formal certification or registration and/or a formal Technologist Degree to practice as a Technologist. Professional Technicians have a Technical Degree and some incumbents have a combination of both education/experience. Para-Professional Technicians are responsible for maintenance, repair, and troubleshooting, and may not have any certifications/education but experience. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment, ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1

Figure 116: CSU Benchmark Job Market Pricing Details – Equipment Technician III, Specialized Equipment

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Equipment Technician III, Specialized Equipment	Merger Benchmark - United States, 2021	Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: •Installation, repair & maintenance in a manufacturing or field site environment •Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment •Service and repair of automobiles and their parts •Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0.5	1
Equipment Technician III, Specialized Equipment	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Provides technical support to engineers and scientists in areas such as production, operations, maintenance, safety, testing, process improvement or product development. Uses schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting on electronic or mechanical components, equipment or systems. Gathers, maintains, formats, compiles and manipulates technical data using established formulae and procedures and performs detailed mathematical calculations. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of atypical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0.5	1

Figure 117: CSU Benchmark Job Market Pricing Details – Evaluator I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Evaluator I	CompData Colleges & Universities - January, 2021	Examines academic records of students to determine eligibility for admission to college, university, or graduate school. Analyzes course prerequisites, degree equivalents, and accreditation of schools and computes grade-point averages to establish students' qualifications for admission, transfer, or graduation. Performs related duties such as issuing registration permits and preparing records of acceptance and fees paid. Bachelor's degree required and three years experience. JOB FAMILY: Enrollment Services.		0.33	1
Evaluator I	CompData Colleges & Universities - January, 2021	Reviews, analyzes, and processes records and transcripts to determine academic credit, certification, and eligibility for degrees in compliance with academic policies. Bachelor's degree preferred and one year experience. JOB FAMILY: Enrollment Services.		0.33	1
Evaluator I	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Evaluator I	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission, may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.	-10% for Level	0	0.9
Evaluator I	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.	-10% for Level	0.34	0.9

Figure 118: CSU Benchmark Job Market Pricing Details – Event and Conference Coordinator IV (S4)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Event and Conference Coordinator IV (S4)	CompData Benchmark Pro - National - January, 2021	Plans, organizes, coordinates, promotes, and facilitates special events. Schedules and maintains communication with speakers, vendors, and participants. Coordinates and monitors event timelines. Reviews and analyzes evaluations. Assists in the preparation of a variety of publications, materials, and programs for events. High school education or equivalent required and one year experience. JOB FAMILY: Marketing and Communications.		0.25	1
Event and Conference Coordinator IV (S4)	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assists in the coordination of events, conferences, and meetings. Duties include assisting with planning; handling logistics and participant registration; producing event collateral materials; and providing onsite event assistance.		0.5	1
Event and Conference Coordinator IV (S4)	Mercer Benchmark - United States, 2021	Internal Events Planning/Coordination work is focused on planning and logistics for large-scale internal meetings (e.g., annual general meetings, holiday functions, etc.) including: Facility selection, menu planning, transportation arrangements, provision of audio/visual equipment, etc. Preparing and distributing invitations, agendas, reading material/handouts. Maintain calendar of events, coordinating and recording event summaries and feedback from events. Contract/vendor negotiation and liaison. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Event and Conference Coordinator IV (S4)	Mercer Benchmark - United States, 2021	Internal Events Planning/Coordination work is focused on planning and logistics for large-scale internal meetings (e.g., annual general meetings, holiday functions, etc.) including: Facility selection, menu planning, transportation arrangements, provision of audio/visual equipment, etc. Preparing and distributing invitations, agendas, reading material/handouts. Maintain calendar of events, coordinating and recording event summaries and feedback from events. Contract/vendor negotiation and liaison. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support, vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1

Figure 119: CSU Benchmark Job Market Pricing Details – Event and Conference Planner II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Event and Conference Planner II	CompData Benchmark Pro - National - January, 2021	Manages the planning and scheduling of conferences, workshops, and meetings. Negotiates contracts and agreements with clients for reserving event space, hotel accommodations, and services. Ensures food, media equipment, transportation, and related services are provided. Problem solves any issues that arise during the event quickly to keep the program on schedule. Maintains departmental budget. Bachelor's degree required and three years experience.	-10% for Level	0.25	0.9
Event and Conference Planner II	CompData Benchmark Pro - National - January, 2021	Plans, organizes, coordinates, promotes, and facilitates special events. Schedules and maintains communication with speakers, vendors, and participants. Coordinates and monitors event timelines. Reviews and analyzes evaluations. Assists in the preparation of a variety of publications, materials, and programs for events. High school education or equivalent required and one year experience. JOB FAMILY: Marketing and Communications.	+10% for Level	0.25	1.1
Event and Conference Planner II	CompData Colleges & Universities - January, 2021	Manages the planning and scheduling of conferences, workshops, and meetings. Negotiates contracts and agreements with clients for reserving event space, hotel accommodations, and services. Ensures food, media equipment, transportation, and related services are provided. Problem solves any issues that arise during the event quickly to keep the program on schedule. Maintains departmental budget. Bachelor's degree required and three years experience.	-10% for Level	0.5	0.9

Figure 120: CSU Benchmark Job Market Pricing Details – Executive Assistant (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Executive Assistant	CompData Benchmark Pro - National - January, 2021	Assists executive in staff capacity by handling a wide variety of situations involving administrative functions of the office. Manages executive's calendar, meetings, travel, correspondence, and budget. Develops and prepares presentations and reports. Advises others of the executive's views on policies or issues, using judgment and discretion. Bachelor's degree preferred and five years experience. JOB FAMILY: General Office.		0	1
Executive Assistant	CompData Colleges & Universities - January, 2021	Assists executive in staff capacity by handling a wide variety of situations involving administrative functions of the office. Manages executive's calendar, meetings, travel, correspondence, and budget. Develops and prepares presentations and reports. Advises others of the executive's views on policies or issues, using judgment and discretion. Bachelor's degree preferred and five years experience. JOB FAMILY: General Office.		0.25	1
Executive Assistant	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides administrative support to management and upper-level administrators by compiling information and preparing reports, handling information requests, and performing relevant administrative support functions. May also oversee lower-level office support staff. Report here positions that do not meet the FLSA administrative exemption criteria.	+10% for Level	0.25	1.1
Executive Assistant	Merger Benchmark - United States, 2021	Executive Secretary/Executive Assistant work is focused on supporting an individual executive or small number of executives in their day-to-day office activities including: Obtaining and organizing information for use in conferences, speeches, and reports as requested by the executive. Editing, proofing, formatting, document design/production, form filling, and data entry. Scheduling/coordinating meetings, diaries, and travel arrangements. Receiving/relaying telephone messages from internal and external sources, managing the time/interaction executives have with internal and external sources. Handling confidential business and personnel information. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Executive Assistant	Merger Benchmark - United States, 2021	Executive Secretary/Executive Assistant work is focused on supporting an individual executive or small number of executives in their day-to-day office activities including: Obtaining and organizing information for use in conferences, speeches, and reports as requested by the executive. Editing, proofing, formatting, document design/production, form filling, and data entry. Scheduling/coordinating meetings, diaries, and travel arrangements. Receiving/relaying telephone messages from internal and external sources, managing the time/interaction executives have with internal and external sources. Handling confidential business and personnel information. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Administration & Secretarial. Positions in this sub-family are responsible for providing administrative and secretarial services to the organization. Activities include producing documents, collecting, recording, sorting and filing information, handling mail, preparing routine reports, making travel arrangements, arranging appointments, responding to inquiries, data entry, and operating office equipment. Also includes responsibilities for reception/telephone/switchboard and greeting visitors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Executive Assistant	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision and acting on own initiative, performs advanced secretarial, clerical and administrative duties for Executive-level Managers, General Managers or Managers of autonomous business units. Assignments generally involve work of a confidential nature and require knowledge of the practices and procedures of the function, company products, policies and programs. Facilitates decision-making. Assembles and analyzes information, prepares reports, manuals, agendas, correspondence and memoranda. Produces graphics for presentation. Answers mail and inquiries on own initiative, follows up with other departments to ensure that requests are carried out. Coordinates activities across departments. Arranges and makes notifications of appointments and travel reservations/arrangements. Answers telephone calls, tactfully handles inquiries and/or transfers calls to appropriate party. Checks and processes expense reports. Takes dictation and transcribes notes for letters, memos or reports. Prepares materials in final form from very rough and involved drafts which may utilize frequent use of technical terminology and which combine materials from several sources. Plans layout of complex reports and statistical tables. Operates general office equipment such as computer, typewriter, Dictaphone, copier, calculator, fax or other similar machines. Interfaces with other secretaries to share or coordinate workload. May be regarded as a lead secretary for the department. Usually reports to an executive of the company. EDUCATION AND EXPERIENCE: High school graduate plus advanced secretarial training. Requires a minimum of 5 years of prior related experience, with 3 years of experience with the company preferred. May require typing proficiency of 60 wpm. Requires working knowledge of commonly used PC applications such as word processing, spreadsheets, and databases. Incumbents typically possess 6 years of related experience.		0	1

Figure 120: CSU Benchmark Job Market Pricing Details – Executive Assistant (2 of 2)

Executive Assistant	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision and acting on own initiative, performs advanced secretarial, clerical and administrative duties for Executive-level Managers, General Managers or Managers of autonomous business units. Assignments generally involve work of a confidential nature and require knowledge of the practices and procedures of the function, company products, policies and programs. Facilitates decision-making. Assembles and analyzes information, prepares reports, manuals, agendas, correspondence and memoranda. Produces graphics for presentation. Answers mail and inquiries on own initiative, follows up with other departments to ensure that requests are carried out. Coordinates activities across departments. Arranges and makes notifications of appointments and travel reservations/arrangements. Answers telephone calls, tactfully handles inquiries and/or transfers calls to appropriate party. Checks and processes expense reports. Takes dictation and transcribes notes for letters, memos or reports. Prepares materials in final form from very rough and involved drafts which may utilize frequent use of technical terminology and which combine materials from several sources. Plans layout of complex reports and statistical tables. Operates general office equipment such as computer, typewriter, Dictaphone, copier, calculator, fax or other similar machines. Interfaces with other secretaries to share or coordinate workload. May be regarded as a lead secretary for the department. Usually reports to an executive of the company. EDUCATION AND EXPERIENCE: High school graduate plus advanced secretarial training. Requires a minimum of 5 years of prior related experience, with 3 years of experience with the company preferred. May require typing proficiency of 60 wpm. Requires working knowledge of commonly used PC applications such as word processing, spreadsheets, and databases. Incumbents typically possess 6 years of related experience.			0.16	1
Executive Assistant	WTW General Industry Office and Business Support - Job-Level Report, 2021	Provides secretarial/administrative support directly to executives (excluding CEO), exercising confidentiality, tact and diplomacy. Uses business software applications (e.g., word processing, presentation and spreadsheet) to prepare correspondence, reports, presentations, agendas, minutes, etc.; may prepare responses to routine correspondence and inquiries. Receives, screens and directs incoming calls, visitors, mail and email. Maintains files, records, calendars and diaries; typically arranges business travel, coordinates meeting arrangements and tracks expenses. Participates in the development and implementation of secretarial standards, policies and practices for the organization. LEVEL: Intermediate (Business Support) (U2). ALIGNS WITH: Global Grades 05 and 06. Has working knowledge and skills developed through formal training or work experience. Works within established procedures with a moderate degree of supervision. Identifies the problem and all relevant issues in straightforward situations, assesses each using standard procedures and makes sound decisions. Global Grade 06 Differentiators: Has prior relevant training or related work experience. Performs routine tasks following specific instructions or under close supervision. Work is clearly defined and completed according to instruction. Global Grade 05 Differentiators: Has limited prior relevant training or work experience. Has limited discretion to vary from established procedures.			0.17	1

Figure 121: CSU Benchmark Job Market Pricing Details – Extended Education Specialist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Extended Education Specialist II	CompData Colleges & Universities - January, 2021	Administers continuing education (CE) programs and courses. Prepares program evaluations and CE documentation. Serves as the primary point of contact for programs and manages day-to-day operations. Prepares speaker packets and proofs brochures. Submits applications to boards and associations. Bachelor's degree required and three years experience. JOB FAMILY: Human Resources.	+15% for Level	0.25	1.15
Extended Education Specialist II	CompData Colleges & Universities - January, 2021	Directs and plans all aspects of the institution's continuing education programs including but not limited to registration, fee collection, and scheduling of facilities and equipment. Implements and supervises all curriculum activities including course descriptions and objectives. Prepares and manages the budget and may acquire outside funding to support programs. Responsible for strategies to attract and retain employees, ensuring the curriculum is compliant with accreditation standards. Bachelor's degree required and three years experience. JOB FAMILY: Academic Affairs.	-15% for Level	0.25	0.85
Extended Education Specialist II	Western Management Group EduComp (CSULAX), 2021	Acts as key staff member for an academic or research program, usually of moderate size. Facilitates and coordinates program, assists in developing research, participates in professional conferences and provides public relations support. May provide specialized administrative support such as fundraising or day-to-day administration of a broad range of programs and activities of an academic program or research center. Assists in curriculum development for non-degree-granting programs, workshops and in-service training and develops curriculum materials or teaching materials. Conducts in-service training, conferences and workshops. Serves as a resource to students for course selection. Participates in the program budgeting and accounting process. Education and Experience: Academic background and experience in selected subject area. Master degree required, and 1 - 3 years of experience. Ph.D. preferred. May require specific experience in curriculum development or in particular area of research.		0	1
Extended Education Specialist II	Western Management Group EduComp (CSULAX), 2021	Acts as key staff member for an academic or research program, usually of moderate size. Facilitates and coordinates program, assists in developing research, participates in professional conferences and provides public relations support. May provide specialized administrative support such as fundraising or day-to-day administration of a broad range of programs and activities of an academic program or research center. Assists in curriculum development for non-degree-granting programs, workshops and in-service training and develops curriculum materials or teaching materials. Conducts in-service training, conferences and workshops. Serves as a resource to students for course selection. Participates in the program budgeting and accounting process. Education and Experience: Academic background and experience in selected subject area. Master degree required, and 1 - 3 years of experience. Ph.D. preferred. May require specific experience in curriculum development or in particular area of research.		0.5	1

Figure 122: CSU Benchmark Job Market Pricing Details – Facilities Maintenance Mechanic (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Facilities Maintenance Mechanic	CompData Benchmark Pro - National - January, 2021	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Uses hand and power tools. Repairs, alters, and maintains a variety of tools and equipment. May drywall and plaster, lay bricks, or repair plumbing fixtures. Possesses advanced knowledge of mechanical and facilities repair and maintenance. High school education or equivalent required and three years experience. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Facilities Maintenance Mechanic	CompData Colleges & Universities - January, 2021	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Uses hand and power tools. Repairs, alters, and maintains a variety of tools and equipment. May drywall and plaster, lay bricks, or repair plumbing fixtures. Possesses advanced knowledge of mechanical and facilities repair and maintenance. High school education or equivalent required and three years experience. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Facilities Maintenance Mechanic	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all some of the following areas: • Refreshment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses • Preventative and reparative maintenance of company buildings, facilities, machinery and equipment • Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0	1
NEW - Facilities Maintenance Mechanic	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all some of the following areas: • Refreshment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses • Preventative and reparative maintenance of company buildings, facilities, machinery and equipment • Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: • Works under limited supervision for routine situations. • Provides assistance and training to lower level employees. • Problems typically are not routine and require analysis to understand.		0.5	1

Figure 122: CSU Benchmark Job Market Pricing Details – Facilities Maintenance Mechanic (2 of 2)

NEW - Facilities Maintenance Mechanic	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, proficiently performs repairs, modifications and preventative maintenance on building and facilities, equipment, fixtures and systems. May include overseeing manufacturing systems such as wastewater handling, chip handling, processing, recycling and/or materials disposal systems. Duties may include handling hazardous materials. Duties may be electrical, plumbing/pipe fitting, welding, sheet metal, carpentry painting or mechanical. Troubleshoots, repairs and maintains facility plumbing, mechanical and electrical systems. May install minor modifications. Conducts preventive maintenance inspections and performs required preventive maintenance actions such as lubrication, cleaning, filter change and the like. Utilizes a wide variety of hand and portable power tools. Assists in the movement of furniture, materials and equipment as required. EDUCATION AND EXPERIENCE: basic reading, writing and arithmetical ability. High school graduate and 1-3 years of practical experience equivalent to 1-2 years of trade school training. Incumbents typically possess 4-6 years of related experience.			0	1
NEW - Facilities Maintenance Mechanic	WTW General Industry Technical Support & Production - Job-Level Report, 2021	No Description			0.5	1

Figure 123: CSU Benchmark Job Market Pricing Details – Facilities Project Supervisor

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor	
NEW - Facilities Project Supervisor	CompData Benchmark Pro - National - January, 2021	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Uses hand and power tools. Repairs, alters, and maintains a variety of tools and equipment. May drywall and plaster, lay bricks, or repair plumbing fixtures. Possesses advanced knowledge of mechanical and facilities repair and maintenance. High school education or equivalent required and three years experience. JOB FAMILY: Facilities Maintenance.	20% Premium	0	1.2	
NEW - Facilities Project Supervisor	CompData Benchmark Pro - National - January, 2021	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Uses hand and power tools. Repairs, alters, and maintains a variety of tools and equipment. May drywall and plaster, lay bricks, or repair plumbing fixtures. Possesses advanced knowledge of mechanical and facilities repair and maintenance. High school education or equivalent required and three years experience. JOB FAMILY: Facilities Maintenance.	20% Premium	0	1.2	
NEW - Facilities Project Supervisor	CompData Benchmark Pro - National - January, 2021	Supervises day-to-day activities and staff of the facilities maintenance programs. High school education or equivalent required and one year experience. JOB FAMILY: Facilities Maintenance.		0	1	
NEW - Facilities Project Supervisor	CompData Colleges & Universities - January, 2021	Performs skilled maintenance and repair of mechanical, electrical, HVAC, and other physical structures. Uses hand and power tools. Repairs, alters, and maintains a variety of tools and equipment. May drywall and plaster, lay bricks, or repair plumbing fixtures. Possesses advanced knowledge of mechanical and facilities repair and maintenance. High school education or equivalent required and three years experience. JOB FAMILY: Facilities Maintenance.		0	1.2	
NEW - Facilities Project Supervisor	CompData Colleges & Universities - January, 2021	Supervises day-to-day activities and staff of the facilities maintenance programs. High school education or equivalent required and one year experience. JOB FAMILY: Facilities Maintenance.	20% Premium	0	1.2	
NEW - Facilities Project Supervisor	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for coordinating and administering the activities of a range of administrative or staff functions to ensure efficient operation of the organization's buildings, facilities, machinery and equipment. Activities include: -Supervision of internal staff and external vendors in areas such as facilities security, facilities maintenance & repair, custodial & groundskeeping services, office administration and secretarial services -Planning efficient utilization of space and facilities -Examining facilities and evaluating elements, such as HVAC and lighting, for size, condition and suitability -Planning, coordinating and implementing furniture, equipment, office and factory layout and moves -Negotiating lease(s) and monitoring for lease contract compliance A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: - Working under limited supervision for non-routine situations and may be responsible for leading daily operations. - Training, delegating and reviewing the work of lower level employees. - Problems are typically difficult and non-routine but not complex.	0 Weighted for	0	1	
NEW - Facilities Project Supervisor	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for coordinating and administering the activities of a range of administrative or staff functions to ensure efficient operation of the organization's buildings, facilities, machinery and equipment. Activities include: -Supervision of internal staff and external vendors in areas such as facilities security, facilities maintenance & repair, custodial & groundskeeping services, office administration and secretarial services -Planning efficient utilization of space and facilities -Examining facilities and evaluating elements, such as HVAC and lighting, for size, condition and suitability -Planning, coordinating and implementing furniture, equipment, office and factory layout and moves -Negotiating lease(s) and monitoring for lease contract compliance A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: - Working under limited supervision for non-routine situations and may be responsible for leading daily operations. - Training, delegating and reviewing the work of lower level employees. - Problems are typically difficult and non-routine but not complex.	+10% for Level	0.5	1.1	
NEW - Facilities Project Supervisor	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all some of the following areas: -Refurbishment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses -Preventive and reparative maintenance of company buildings, facilities, machinery and equipment -Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: - Working under limited supervision for non-routine situations and may be responsible for leading daily operations. - Training, delegating and reviewing the work of lower level employees. - Problems are typically difficult and non-routine but not complex.	0 Weighted for	0	1.1	
NEW - Facilities Project Supervisor	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all some of the following areas: -Refurbishment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses -Preventive and reparative maintenance of company buildings, facilities, machinery and equipment -Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities typically include: - Working under limited supervision for non-routine situations and may be responsible for leading daily operations. - Training, delegating and reviewing the work of lower level employees. - Problems are typically difficult and non-routine but not complex.	10% Premium	0.5	1.1	
NEW - Facilities Project Supervisor	Western Management Group CompBase - Summer (CSULAX), 2021	First level supervisor responsible for a wide variety of maintenance operations including equipment installation, facilities equipment repair and preventive maintenance. Maintenance functions include building, grounds, electrical, air-conditioning and mechanical systems. Coordinates with outside contractors for service contracts. Typically manages the day-to-day workflow of subordinate non-exempt workers. EDUCATION AND EXPERIENCE: Requires broad knowledge of electrical and mechanical maintenance activities. Experience may include specialized work experience, e.g., electrical, plumbing, etc. Requires 4 years of maintenance experience and skilled trade apprenticeship equivalency.			0	1
NEW - Facilities Project Supervisor	Western Management Group CompBase - Summer (CSULAX), 2021	Under general management direction, performs highly complex repairs, modifications and preventative maintenance on building and facilities, equipment, fixtures and systems. Installs, troubleshoots, repairs and maintains a wide variety of facility plumbing, mechanical and electrical systems, which may include critical systems and equipment such as diesel generators, uninterruptible power supply (ups) systems, battery backup systems, variable speed drive equipment, power distribution unit (pdu) systems, static transfer switches (sts), chillers, boilers, fire systems, security systems, chemical water treatment programs, recycling and/or materials disposal systems, and various other mechanical and electrical systems. Works from schematics, diagrams, written/verbal instructions, layouts, or defined plans. May use computer-based information resources in analytical problem solving and to support recommendations for system optimization. Duties may include handling hazardous materials. Plans and completing any job assigned. Coordinates work of outside contractors. May provide work leadership for lower level employees through assignment of work, coordination of effort, providing technical guidance and review of assignment progress. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: associate's degree, or 2 years of formal technical training, and a minimum of 8 years of related experience, or an equivalent combination of related training and experience. Incumbents typically possess 10-20 years of related experience.	10% Premium	0	1.1	
NEW - Facilities Project Supervisor	WTW General Industry Technical Support & Production - Job-Level Report, 2021	No Description	20% Premium	0	1.2	

Figure 124: CSU Benchmark Job Market Pricing Details – Facilities Worker I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Facilities Worker I	CompData Benchmark Pro - National - January, 2021	Prepares and performs minor preventive maintenance on a variety of uncomplicated equipment. Performs a variety of duties in and around buildings and grounds. Assists maintenance engineers and other workers with their tasks. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Facilities Worker I	CompData Colleges & Universities - January, 2021	Prepares and performs minor preventive maintenance on a variety of uncomplicated equipment. Performs a variety of duties in and around buildings and grounds. Assists maintenance engineers and other workers with their tasks. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Facilities Worker I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs general preventative maintenance using a variety of equipment and handles tasks that are not complex enough to need the specialized training of a licensed tradesperson, such as a plumber or electrician. Performs a variety of duties in and around buildings and grounds.		0	1
NEW - Facilities Worker I	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all/some of the following areas: •Refurbishment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses •Preventative and reparative maintenance of company buildings, facilities, machinery and equipment •Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Responsibilities typically include: • Work is routine or follows standard procedures. • Work is closely supervised. • Communicates information that requires little explanation or interpretation.		0	1
NEW - Facilities Worker I	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the reliable operation of the organization's buildings, facilities, machinery and equipment. Manages and/or performs work in all/some of the following areas: •Refurbishment of buildings/facilities, such as manufacturing facilities, retail stores and/or warehouses •Preventative and reparative maintenance of company buildings, facilities, machinery and equipment •Oversight of work related to electric maintenance, mechanics, hydraulics, carpentry and masonry, substituting, changing, cleaning, repairing and installing pieces, components and equipment An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Responsibilities typically include: • Work is routine or follows standard procedures. • Work is closely supervised. • Communicates information that requires little explanation or interpretation.		0.5	1
NEW - Facilities Worker I	Western Management Group CompBase - Summer (CSULAX), 2021	Under direct supervision, performs simple repairs, modifications and preventative maintenance on building and facilities, equipment, fixtures and systems. May include overseeing manufacturing systems such as wastewater handling, chip handling, processing, recycling and/or materials disposal systems. Duties may include handling hazardous materials. This is a generalist job, so duties may be in any of the following areas: electrical, plumbing, welding, sheet metal, carpentry, painting and general mechanics. Troubleshoots, repairs and maintains standard facility systems. May install minor modifications. Performs routine preventive maintenance operations such as lubrication, cleaning, filter changes, and the like. Utilizes standard hand and portable power tools. Assists in the movement of furniture, materials and equipment as required. Excludes trainees with no previous experience. EDUCATION AND EXPERIENCE: basic reading, writing and arithmetical ability. High school graduate with 6 months related experience required.		0	1
NEW - Facilities Worker I	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs installations, preventive maintenance and repairs on buildings, mechanical equipment and utility systems using one or more trade skills (e.g., electrical, mechanical, plumbing, carpentry). Prepares and maintains records of completed maintenance repair work. Maintains current knowledge of all applicable procedures and safety measures. LEVEL: Entry (Technical Support) (T1). ALIGNS WITH: Global Grade 05. Has basic skills in an analytical or scientific method or operational process. Works within clearly defined standard operating procedures and/or scientific methods and adheres to quality guidelines. Works with close supervision.		0.5	1

Figure 125: CSU Benchmark Job Market Pricing Details – Financial Aid Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Financial Aid Professional II	CompData Colleges & Universities - January, 2021	Interviews students applying for financial aid such as loans, grants-in-aid, or scholarships to determine eligibility for financial assistance. Compares data on students' application, such as proposed budget, family income, or transcript with eligibility requirements of assistance programs. Determines amount of funds to award to student and prepares required records and reports. Bachelor's degree required. JOB FAMILY: Enrollment Services.	*+10% for Level	0.5	1.1
Financial Aid Professional II	Western Management Group EduComp (CSULAX), 2021	Evaluates and analyzes financial information submitted by applicants to determine eligibility for financial assistance and determine type and amount of aid to be awarded in accordance with established federal and university standards and guidelines. Coordinates and administers assigned financial aid program such as federal work-study program. Education and Experience: Bachelor degree and 1 - 2 years of experience.		0	1
Financial Aid Professional II	Western Management Group EduComp (CSULAX), 2021	Evaluates and analyzes financial information submitted by applicants to determine eligibility for financial assistance and determine type and amount of aid to be awarded in accordance with established federal and university standards and guidelines. Coordinates and administers assigned financial aid program such as federal work-study program. Education and Experience: Bachelor degree and 1 - 2 years of experience.		0.5	1

Figure 126: CSU Benchmark Job Market Pricing Details – Financial Aid Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Financial Aid Professional IV	CompData Colleges & Universities - January, 2021	Assists with the overall operations of the financial aid program. Counsels and guides students and parents on financial aid eligibility, repayment options, debt management, as well as terms and conditions for private, state, and federal financial aid programs. Audits financial aid accounts and performs reconciliations on grants. Bachelor's degree required and three years experience. JOB FAMILY: Enrollment Services.		0.5	1
Financial Aid Professional IV	Western Management Group EduComp (CSULAX), 2021	Assists in coordinating and administering student financial aid programs with responsibility for assigned aspects of the operation such as management of the file room, computer operations, publications, scheduling and/or the Pell grant program. Evaluates, interprets and/or implements financial aid policies, procedures and regulations. Participates in and serves as resource in non-supervisory role to other staff members in awarding of financial aid. Education and Experience: Bachelor degree and 3 - 4 years of experience.	*+10% for Level	0	1.1
Financial Aid Professional IV	Western Management Group EduComp (CSULAX), 2021	Assists in coordinating and administering student financial aid programs with responsibility for assigned aspects of the operation such as management of the file room, computer operations, publications, scheduling and/or the Pell grant program. Evaluates, interprets and/or implements financial aid policies, procedures and regulations. Participates in and serves as resource in non-supervisory role to other staff members in awarding of financial aid. Education and Experience: Bachelor degree and 3 - 4 years of experience.	*+10% for Level	0.5	1.1

Figure 127: CSU Benchmark Job Market Pricing Details – Gardener

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Gardener	CUPA Staff in Higher Education (CSULAX), 2020-2021	Applies technical horticultural knowledge of different species, pests, and diseases to influence decisions regarding cultivation, landscaping, and plant species selection. Observes and diagnoses horticultural issues.		0.5	1
Gardener	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Gardener	ERI Salary Assessor (CSULAX), 2021	No Description		0.5	1

Figure 128: CSU Benchmark Job Market Pricing Details – Grants and Contracts Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Grants and Contracts Professional II	CompData Colleges & Universities - January, 2021	Directs all functions of the grant and contract activities. Develops and maintains standardized processes for the review of funding applications. Prepares funding announcements. Negotiates terms of grant and contract with applicants. Ensures overall quality and compliance of grantees. Recruits, supervises, and trains staff. Bachelor's degree required and five years experience. JOB FAMILY: External Affairs, Not-For-Profit.	~20% for level	0.25	0.8
Grants and Contracts Professional II	Mercer Benchmark - United States, 2021	Responsible for the administration and financial management of grants and awards. Coordinates and manages application process from application receipt to close-out for grants, awards, charitable contributions, and independent research grants. Ensures grant moneys used according to the terms of the grant. Maintains records of grants, tracks funds/expenditures, and prepares reports. Reviews grant programs to ensure adherence to corporate, government and industry guidelines. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Corporate Affairs. Positions in this sub-family are responsible for maintaining and enhancing positive relations with external audiences, including the general public, shareholders, investors, government, etc. Activities include: Communications to influence beliefs/perceptions with focus on public opinion to protect and promote the reputation of the organization. Communications to influence beliefs/perceptions with focus on government policy and legislative direction to improve the organization's regulatory and economic environments. Active involvement with the communities in which the organization operates to address social, economic, and environmental challenges and promote the organization's image in a positive way. Offering of public education/awareness programs community members as an act of goodwill. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Grants and Contracts Professional II	Mercer Benchmark - United States, 2021	Responsible for the administration and financial management of grants and awards. Coordinates and manages application process from application receipt to close-out for grants, awards, charitable contributions, and independent research grants. Ensures grant moneys used according to the terms of the grant. Maintains records of grants, tracks funds/expenditures, and prepares reports. Reviews grant programs to ensure adherence to corporate, government and industry guidelines. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Corporate Affairs. Positions in this sub-family are responsible for maintaining and enhancing positive relations with external audiences, including the general public, shareholders, investors, government, etc. Activities include: Communications to influence beliefs/perceptions with focus on public opinion to protect and promote the reputation of the organization. Communications to influence beliefs/perceptions with focus on government policy and legislative direction to improve the organization's regulatory and economic environments. Active involvement with the communities in which the organization operates to address social, economic, and environmental challenges and promote the organization's image in a positive way. Offering of public education/awareness programs community members as an act of goodwill. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.5	1
Grants and Contracts Professional II	Western Management Group EduComp (CSULAX), 2021	Processes invoices and provides Principal Investigator with daily monitoring of grants and contracts to ensure expenses are being paid according to contract. Interprets regulations and guidelines of program funding for standard grants and prepares periodic reports for grant agency. Assists with pre/post award sponsored research activities, process improvements and development of standard operating procedures required for the submission, acceptance, management and closing of certain sponsored activities. Assists with pre-award applications. Participates in contract closeouts. Ensures compliance with sponsor terms, University policies/procedures and federal regulations. Education and Experience: Bachelor degree and 1 - 3 years of grant and contract experience.		0	1
Grants and Contracts Professional II	Western Management Group EduComp (CSULAX), 2021	Processes invoices and provides Principal Investigator with daily monitoring of grants and contracts to ensure expenses are being paid according to contract. Interprets regulations and guidelines of program funding for standard grants and prepares periodic reports for grant agency. Assists with pre/post award sponsored research activities, process improvements and development of standard operating procedures required for the submission, acceptance, management and closing of certain sponsored activities. Assists with pre-award applications. Participates in contract closeouts. Ensures compliance with sponsor terms, University policies/procedures and federal regulations. Education and Experience: Bachelor degree and 1 - 3 years of grant and contract experience.		0.25	1

Figure 129: CSU Benchmark Job Market Pricing Details – Graphic Designer II (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Graphic Designer II	CompData Benchmark Pro - National - January, 2021	Designs or creates quality graphic artwork for brochures, posters, manuals, books, and advertising materials. Uses own original and creative thinking to develop concepts and finished materials from rough ideas or customer's needs. Marks up, pastes, and assembles final layouts to prepare for printer. Draws and prints charts, graphs, illustrations, and other artwork, by hand or using computer. Broad knowledge of graphic art standards and equipment. Technical degree in graphic design or equivalent preferred and three years experience. JOB FAMILY: Marketing and Communications.	*+10% for level	0	1.1
Graphic Designer II	CompData Colleges & Universities - January, 2021	Designs or creates quality graphic artwork for brochures, posters, manuals, books, and advertising materials. Uses own original and creative thinking to develop concepts and finished materials from rough ideas or customer's needs. Marks up, pastes, and assembles final layouts to prepare for printer. Draws and prints charts, graphs, illustrations, and other artwork, by hand or using computer. Broad knowledge of graphic art standards and equipment. Technical degree in graphic design or equivalent preferred and three years experience. JOB FAMILY: Marketing and Communications.	*+10% for level	0	1.1
Graphic Designer II	Mercer Benchmark - United States, 2021	General Graphic Art/Design work is focused on designing and/or creating non-interactive graphics and art including: Applying graphic design principles (i.e., layout, imagery, typography, etc.) to communicate themes and messages in non-interactive communication materials. Using graphics software (e.g., Quark, Illustrator, PageMaker, InDesign, Photoshop, Acrobat, etc.) and/or web-based graphics and design tools (e.g., Flash, FrontPage and Dream Weaver) to design and produce finished graphics/artwork. Maintaining corporate identity, design standards, and policies. Coordinating vendor services as required. Specialization Match Note: Para-Professional incumbents import images and text according to pre-determined layout and style guidelines and/or perform basic graphic image editing. Individual Professional incumbents create or make significant modifications to graphic images. Incumbents with a primary focus on animation and design of interactive media and applications should be matched to the Media/Communications Creative & Design sub-family. Incumbents with a primary focus on animation and design of video games should be matched to the Video Game Art, Design & Production sub-family. Incumbents with a primary focus on design of web/new media should be matched to the Web/New Media Creative & User Interface Design sub-family. Incumbents with a hybrid focus on both non-interactive and interactive media and applications should be matched to the Media/Communications Creative & Design sub-family. FAMILY: Creative & Design. This job family is responsible for the provision and execution of original, imaginative and/or creative ideas, designs or artistic work in order to support a variety of business objectives. Includes positions that support business areas such as product development, advertising, marketing, media/new media, design, construction, real estate and communications. Activities include the design of apparel; taking and editing photographs; designing and laying out publications; writing and editing; game interface and art design; news, film, and television show production; designing buildings and other structures; landscape and interior design. SUBFAMILY: Media/Communications Creative & Design. Positions in this sub-family are responsible for the design and creation of media and communications publications and materials. Activities include: Producing computer-generated graphic-design for both internal and external communication materials. Photography and digital editing, including stills, motion pictures and videotapes to support editorial content. Non-photographer photo studio/photo shoot activities, including directing, creative consulting, styling, art and prop creation/curation, etc. Creating, editing/proofreading text and layout for internal and external publications including product manuals, research findings, etc. Content curation for digital and printed publications. Screenwriting and copywriting/editing for films, programs or shows. Production activities for a news broadcast, including research, journalism/reporting, copywriting, etc. Creation and design of interactive media, including animation, visual/sound effects, etc.		0	1
Graphic Designer II	Mercer Benchmark - United States, 2021	General Graphic Art/Design work is focused on designing and/or creating non-interactive graphics and art including: Applying graphic design principles (i.e., layout, imagery, typography, etc.) to communicate themes and messages in non-interactive communication materials. Using graphics software (e.g., Quark, Illustrator, PageMaker, InDesign, Photoshop, Acrobat, etc.) and/or web-based graphics and design tools (e.g., Flash, FrontPage and Dream Weaver) to design and produce finished graphics/artwork. Maintaining corporate identity, design standards, and policies. Coordinating vendor services as required. Specialization Match Note: Para-Professional incumbents import images and text according to pre-determined layout and style guidelines and/or perform basic graphic image editing. Individual Professional incumbents create or make significant modifications to graphic images. Incumbents with a primary focus on animation and design of interactive media and applications should be matched to the Media/Communications Creative & Design sub-family. Incumbents with a primary focus on animation and design of video games should be matched to the Video Game Art, Design & Production sub-family. Incumbents with a primary focus on design of web/new media should be matched to the Web/New Media Creative & User Interface Design sub-family. Incumbents with a hybrid focus on both non-interactive and interactive media and applications should be matched to the Media/Communications Creative & Design sub-family. FAMILY: Creative & Design. This job family is responsible for the provision and execution of original, imaginative and/or creative ideas, designs or artistic work in order to support a variety of business objectives. Includes positions that support business areas such as product development, advertising, marketing, media/new media, design, construction, real estate and communications. Activities include the design of apparel; taking and editing photographs; designing and laying out publications; writing and editing; game interface and art design; news, film, and television show production; designing buildings and other structures; landscape and interior design. SUBFAMILY: Media/Communications Creative & Design. Positions in this sub-family are responsible for the design and creation of media and communications publications and materials. Activities include: Producing computer-generated graphic-design for both internal and external communication materials. Photography and digital editing, including stills, motion pictures and videotapes to support editorial content. Non-photographer photo studio/photo shoot activities, including directing, creative consulting, styling, art and prop creation/curation, etc. Creating, editing/proofreading text and layout for internal and external publications including product manuals, research findings, etc. Content curation for digital and printed publications. Screenwriting and copywriting/editing for films, programs or shows. Production activities for a news broadcast, including research, journalism/reporting, copywriting, etc. Creation and design of interactive media, including animation, visual/sound effects, etc.		0.17	1
Graphic Designer II	Western Management Group CompBase - Summer (CSULAX), 2021	Produces design and layout for a variety of Web Site applications. Recommends techniques and treatments which support the visual "look, feel and appeal" graphics design concepts of the site. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure and web page layout. Plans and designs functional interfaces. Coordinates with marketing, Web content and Web technical staff to define graphics requirements that complement overall functionality and purpose of the Web Site. EDUCATION AND EXPERIENCE: Bachelor's Degree in graphics design from AIGA accredited school or equivalent experience and 4-6 years of related experience. Experienced user with confident working knowledge of a variety of Web Site/Page layout and graphics design presentation tools and applications, such as Photoshop, Quark, Illustrator, Freehand, Flash, Shockwave, Director, PowerPoint and Streamline.		0	1
Graphic Designer II	Western Management Group CompBase - Summer (CSULAX), 2021	Produces design and layout for a variety of Web Site applications. Recommends techniques and treatments which support the visual "look, feel and appeal" graphics design concepts of the site. Creates and manipulates Web Graphics to optimized palette, size, speed, navigation, structure and web page layout. Plans and designs functional interfaces. Coordinates with marketing, Web content and Web technical staff to define graphics requirements that complement overall functionality and purpose of the Web Site. EDUCATION AND EXPERIENCE: Bachelor's Degree in graphics design from AIGA accredited school or equivalent experience and 4-6 years of related experience. Experienced user with confident working knowledge of a variety of Web Site/Page layout and graphics design presentation tools and applications, such as Photoshop, Quark, Illustrator, Freehand, Flash, Shockwave, Director, PowerPoint and Streamline.		0.16	1
Graphic Designer II	Western Management Group EduComp (CSULAX), 2021	Applies design fundamentals to conceive overall concept, design, look and feel of each project across all related material in print and digital media, consistent with overall messaging and visual identity. Advises on all components of creating innovated designs for integrated, multi-platform use across web, digital and print media. Includes photography, graphic elements, colors, type treatment, web and digital design and usability and print finishing techniques and stock. Education and experience: Bachelor degree in visual design, digital arts or related field or equivalent experience and 3 years of design experience for multi-platform print and digital projects. Expertise in design fundamentals. Proficient knowledge of and wide experience with a variety of design tools, applications and platforms which may include Apple OS, Adobe Creative Suite, Microsoft Office Suite, HTML, log and Web CMS. Knowledge of printing and publication, including prepress and print production processes. Understanding of the importance of web and digital strategies to improve communications. Experience with visual identity and branding preferred. Knowledge of UX/UI principals and standards preferred. Demonstrated professional experience through a digital and print portfolio that must be available for review.		0	1

Figure 129: CSU Benchmark Job Market Pricing Details – Graphic Designer II (2 of 2)

Graphic Designer II	Western Management Group EduComp (CSULAX), 2021	Applies design fundamentals to conceive overall concept, design, look and feel of each project across all related material in print and digital media, consistent with overall messaging and visual identity. Advises on all components of creating innovated designs for integrated, multi-platform use across web, digital and print media. Includes photography, graphic elements, colors, type treatment, web and digital design and usability and print finishing techniques and stock. Education and experience: Bachelor degree in visual design, digital arts or related field or equivalent experience and 3 years of design experience for multi-platform print and digital projects. Expertise in design fundamentals. Proficient knowledge of and wide experience with a variety of design tools, applications and platforms which may include Apple OS, Adobe Creative Suite, Microsoft Office Suite, HTML, log and Web CMS. Knowledge of printing and publication, including prepress and print production processes. Understanding of the importance of web and digital strategies to improve communications. Experience with visual identity and branding preferred. Knowledge of UX/UI principals and standards preferred. Demonstrated professional experience through a digital and print portfolio that must be available for review.		0.5	1
Graphic Designer II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops and maintains graphic designs (e.g., art, color themes, photographs, web pages), audio and video to support the organization's image, identity and brands. Develops and maintains the organization's graphics standards, techniques and methods. Develops the organization's website design and layout. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1
Graphic Designer II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Develops and maintains website graphic designs (e.g., art, color themes, photographs, web pages) and layout for online media, direct mail, catalog and other campaign material to support the organization's image, identity and brands. Collaborates with photographers to develop new concepts and assists with photo editing such as retouching or cropping images. Reviews all elements of site design from a human factors (i.e., ergonomics of human:computer interaction) perspective to ensure maximum usability and to ensure alignment with the organization's overall objectives. Establishes and maintains the organization's website graphics standards, techniques and methods. Analyzes website technology trends to identify new techniques and ensure optimal site design. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0	1

Figure 130: CSU Benchmark Job Market Pricing Details – Groundsworker

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Groundsworker	CompData Benchmark Pro - National - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0	1
Groundsworker	CompData Colleges & Universities - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0.25	1
Groundsworker	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of landscaping duties (e.g. sod laying, mowing, trimming and pruning trees and shrubs, planting, watering, fertilizing).		0.25	1
Groundsworker	Mercer Benchmark - United States, 2021	Associated Specializations: Custodial/Cleaning - S20; Groundskeeping - S20; Swimming Pool Maintenance - S20		0	1
Groundsworker	Mercer Benchmark - United States, 2021	Associated Specializations: Custodial/Cleaning - S20; Groundskeeping - S20; Swimming Pool Maintenance - S20		0.25	1
Groundsworker	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs miscellaneous manual labor activities (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, heavy lifting and moving materials, making minor repairs, mowing lawns and shoveling snow). Performs janitorial activities, such as cleaning, dusting, washing windows, moving and polishing furniture and equipment. LEVEL: Intermediate (Production/Manual Labor) (W2). ALIGNS WITH: Global Grades 04 and 05. Has skills developed through formal training or work experience. Works within established procedures and guidelines with limited ability to modify methods and approach. Completes assigned tasks with a moderate degree of supervision. Global Grade 05 Differentiators: Performs the full range of established procedures, and will typically be considered skilled through work experience. Resolves routine issues without supervisory approval. Global Grade 04 Differentiators: Performs most established procedures and will typically be considered semi-skilled through work experience. Resolves routine issues with senior staff or supervisory guidance and approval.		0.25	1

Figure 131: CSU Benchmark Job Market Pricing Details – Guest Services and Sales E II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Guest Services and Sales E II	CompData Colleges & Universities - January, 2021	Manages the planning and scheduling of conferences, workshops, and meetings. Negotiates contracts and agreements with clients for reserving event space, hotel accommodations, and services. Ensures food, media equipment, transportation, and related services are provided. Problem solves any issues that arise during the event quickly to keep the program on schedule. Maintains departmental budget. Bachelor's degree required and three years experience.		0.5	1
Guest Services and Sales E II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the management or provision of technical and/or non-technical customer service. Activities include: •In-person customer service, such as in-store greeting, customer service desk operations, in-store product returns, auto dealership customer service, etc. •Remote/virtual customer service via phone, email, online chat, or text •Technical or specialized virtual support, such as escalated customer issue support, post-sales product support, field service dispatching, etc. •Providing pre- and post-sales support, including quotations, sales order processing, etc. •Customer service and support within a banking branch, including and business general banking services An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. •Problems faced are difficult but typically not complex •May influence others within the job area through explanation of facts, policies and practices.		0	1
Guest Services and Sales E II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for the management or provision of technical and/or non-technical customer service. Activities include: •In-person customer service, such as in-store greeting, customer service desk operations, in-store product returns, auto dealership customer service, etc. •Remote/virtual customer service via phone, email, online chat, or text •Technical or specialized virtual support, such as escalated customer issue support, post-sales product support, field service dispatching, etc. •Providing pre- and post-sales support, including quotations, sales order processing, etc. •Customer service and support within a banking branch, including and business general banking services An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. •Problems faced are difficult but typically not complex •May influence others within the job area through explanation of facts, policies and practices.		0.25	1
Guest Services and Sales E II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Provides customer services relating to sales, sales promotions, installations and communications. Ensures that good customer relations are maintained and customer claims and complaints are resolved fairly, effectively and in accordance with the consumer laws. Develops organization-wide initiatives to proactively inform and educate customers. Develops improvement plans in response to customer surveys. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures, performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 132: CSU Benchmark Job Market Pricing Details – Head Athletic Trainer

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Head Athletic Trainer	CompData Colleges & Universities - January, 2021	Under the direction of a physician, practices prevention, emergency care, first aid, treatment or physical rehabilitation of injuries incurred by athletes in the manner, means and methods deemed necessary to effect care and/or rehabilitation. NATA certified. JOB FAMILY: Athletics and Fitness Center.		0.17	1.2
Head Athletic Trainer	CompData Health Care - National - January, 2021	Under the direction of a physician, practices prevention, emergency care, first aid, treatment or physical rehabilitation of injuries incurred by athletes in the manner, means and methods deemed necessary to effect care and/or rehabilitation. NATA certified. JOB FAMILY: Athletics and Fitness Center.		0.16	1.2
Head Athletic Trainer	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Assesses, treats, and rehabilitates athletic injuries under the advice, consent, and prescription of a physician. Requires certification as a Certified Athletic Trainer. FAMILY: Rehabilitation.		0.17	1.2
Head Athletic Trainer	Western Management Group EduComp (CSULAX), 2021	Supervises and provides athletic training support for intercollegiate athletics. Provides athletic training services including testing, evaluation, assignment for training regimens, treatment of injuries, rehabilitation and medical referrals. Coordinates team physicals and activities of team physician. Assists in the selection of Team Orthopedic Physician and coordination of weekly orthopedic clinic, and acts as liaison between the Team Orthopedic Physician and the Athletic Program. Provides medical coverage for all home varsity athletic contests and practices, and arranges for athletic training coverage at all away contests. Collaborates with coaching staff in developing conditioning, weight training and nutrition programs for athletes. Advises coaching staff as to daily medical status of injured players. Maintains ultimate responsibility, upon a physician's advice, in determining the athlete's ability to return to participation at any level. Maintains established safety standards. Provides first aid support. Instructs recreation programs. This is a senior-level departmental position. Education and Experience: Bachelor degree, preferably in physical therapy or an approved program in athletics training, and 5 - 8 years of related experience. Certification as an athletic trainer.		0	1
Head Athletic Trainer	Western Management Group EduComp (CSULAX), 2021	Supervises and provides athletic training support for intercollegiate athletics. Provides athletic training services including testing, evaluation, assignment for training regimens, treatment of injuries, rehabilitation and medical referrals. Coordinates team physicals and activities of team physician. Assists in the selection of Team Orthopedic Physician and coordination of weekly orthopedic clinic, and acts as liaison between the Team Orthopedic Physician and the Athletic Program. Provides medical coverage for all home varsity athletic contests and practices, and arranges for athletic training coverage at all away contests. Collaborates with coaching staff in developing conditioning, weight training and nutrition programs for athletes. Advises coaching staff as to daily medical status of injured players. Maintains ultimate responsibility, upon a physician's advice, in determining the athlete's ability to return to participation at any level. Maintains established safety standards. Provides first aid support. Instructs recreation programs. This is a senior-level departmental position. Education and Experience: Bachelor degree, preferably in physical therapy or an approved program in athletics training, and 5 - 8 years of related experience. Certification as an athletic trainer.	.5 weighting fo	0.5	1

Figure 133: CSU Benchmark Job Market Pricing Details – Head Resident

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Head Resident	CompData Colleges & Universities - January, 2021	The Resident Hall Manager is given room and board as part of the employment package. Oversees maintenance of the facility and residents' safety by ensuring policies are followed and disciplinary actions are taken. Assigns student housing. Advises students on personal and academic concerns. Response to crisis situations, behavioral concerns, and student conflicts. Assists with the opening and closing of buildings before and after each academic year and break. Maintains inventory records of keys, equipment, supplies, and furniture. Provides supervision and training for support staff. Communicates with students, parents, and other departments as needed. Bachelor's degree required and two years experience. JOB FAMILY: Student Housing and Health Services.		0.5	1
Head Resident	Western Management Group EduComp (CSULAX), 2021	Provides oversight and supervision to a group of student residents in one or more campus housing units. Coordinates community and student development through programming, human issues education, student conduct management and leadership development. Coordinates the administrative functions of the residential area, including facilities management, maintenance, room assignments, student conduct, check-in/out procedures, emergencies and crisis intervention. Responsible for performing area rounds and sharing rotational weekly duty schedule with other ACs. This is a live-in position. Do not include the cost of housing or meals when reporting pay data for this position. Education and Experience: Master degree in related field of Higher Education, Student Affairs or Residence Life, and at least 2 years of experience in residence life.		0.5	1

Figure 134: CSU Benchmark Job Market Pricing Details – Health and Safety Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Health and Safety Professional III	CompData Benchmark Pro - National - January, 2021	Assists in developing the organization's health and safety programs. Conducts periodic on-site facility audits to check for compliance with Occupational Safety and Health Administration (OSHA) guidelines. Investigates the root causes of accidents and prepares reports with the findings and corrective actions. Prepares and administers the safety training and incentive programs. Leads safety meetings and acts as a resource for the group. Bachelor's degree required and five years experience. JOB FAMILY: Safety and Security.	~15% for Level	0.16	0.85
Health and Safety Professional III	CompData Colleges & Universities - January, 2021	Assists in developing the organization's health and safety programs. Conducts periodic on-site facility audits to check for compliance with Occupational Safety and Health Administration (OSHA) guidelines. Investigates the root causes of accidents and prepares reports with the findings and corrective actions. Prepares and administers the safety training and incentive programs. Leads safety meetings and acts as a resource for the group. Bachelor's degree required and five years experience. JOB FAMILY: Safety and Security.	~15% for Level	0.5	0.85
Health and Safety Professional III	Mercer Benchmark - United States, 2021	General Environmental and Employee Health & Safety work encompasses activities related to the environment (including the broader community impacted by environmental hazards) and employees including: Creating and implementing health, safety, occupational and environmental programs to prevent injuries and illnesses within the workplace and environmental accidents. Inspecting workplace and environmental incidents in accordance with company procedures and implementing corrective actions. Ensuring compliance with internal and external requirements related to environmental and employee health and safety and identifying areas for improvement. Developing and managing an environmental and employee health & safety training plan. Maintaining relationships with the community, environmental groups, and other stakeholders impacted by the environmental performance of the organization. Specialization Match Note: Incumbents responsible for environmental health & safety only should be matched to General Environmental Health & Safety. Specialization. Incumbents responsible for employee health & safety only should be matched to General Employee/Labor Health & Safety. Specialization. Incumbents matched to this. Specialization should have responsibility for both. FAMILY: Legal, Compliance & Audit. This job family ensures the organization complies with the legal and regulatory requirements of the country(-ies) in which it operates. Activities include providing legal counsel/support in areas related to the business, including corporate law, real estate, tax, business litigation, transactions/antitrust, compliance, intellectual property, employment/labor, corporate governance, ethics, etc. Regulatory activities ensure the organization's products and business activities are conducted ethically and in compliance with relevant regulations, laws and standards. Audit activities include the examination, verification, evaluation, and reporting on financial, operational, and managerial processes, systems and outcomes to ensure financial and operational integrity and compliance. SUBFAMILY: Environmental and Employee Health & Safety. Positions in this sub-family are responsible for ensuring environmental/employee health & safety standards are met in all areas of the organization. Activities include: Developing and implementing measures to protect the environment and ensuring company business operations are sustainable. Conducting safety audits; identifying workplace hazards and hazardous conditions in external environments. Investigating employee and environmental accidents and recommending corrective actions. Educating and training employees in workplace/environmental health and safety. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1
Health and Safety Professional III	Mercer Benchmark - United States, 2021	General Environmental and Employee Health & Safety work encompasses activities related to the environment (including the broader community impacted by environmental hazards) and employees including: Creating and implementing health, safety, occupational and environmental programs to prevent injuries and illnesses within the workplace and environmental accidents. Inspecting workplace and environmental incidents in accordance with company procedures and implementing corrective actions. Ensuring compliance with internal and external requirements related to environmental and employee health and safety and identifying areas for improvement. Developing and managing an environmental and employee health & safety training plan. Maintaining relationships with the community, environmental groups, and other stakeholders impacted by the environmental performance of the organization. Specialization Match Note: Incumbents responsible for environmental health & safety only should be matched to General Environmental Health & Safety. Specialization. Incumbents responsible for employee health & safety only should be matched to General Employee/Labor Health & Safety. Specialization. Incumbents matched to this. Specialization should have responsibility for both. FAMILY: Legal, Compliance & Audit. This job family ensures the organization complies with the legal and regulatory requirements of the country(-ies) in which it operates. Activities include providing legal counsel/support in areas related to the business, including corporate law, real estate, tax, business litigation, transactions/antitrust, compliance, intellectual property, employment/labor, corporate governance, ethics, etc. Regulatory activities ensure the organization's products and business activities are conducted ethically and in compliance with relevant regulations, laws and standards. Audit activities include the examination, verification, evaluation, and reporting on financial, operational, and managerial processes, systems and outcomes to ensure financial and operational integrity and compliance. SUBFAMILY: Environmental and Employee Health & Safety. Positions in this sub-family are responsible for ensuring environmental/employee health & safety standards are met in all areas of the organization. Activities include: Developing and implementing measures to protect the environment and ensuring company business operations are sustainable. Conducting safety audits; identifying workplace hazards and hazardous conditions in external environments. Investigating employee and environmental accidents and recommending corrective actions. Educating and training employees in workplace/environmental health and safety. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Health and Safety Professional III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Conducts studies and investigations to ensure compliance with government safety and health laws, standards and regulations, and industrial hygiene. Investigates accidents and promotes safety-conscious work performance and training programs. Provides safety performance measures. Determines root cause analyses. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 135: CSU Benchmark Job Market Pricing Details – Health Educator

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Health Educator	CompData Health Care National - January, 2021	Creates, implements and evaluates programs that educate employees, patients and the community on improving health and wellness. Develops printed and online health/wellness-related resource materials. Conducts research to ensure all programs/resources remain relevant to the needs of the community. Bachelor's degree required. JOB FAMILY: Non-Clinical.		0.5	1
Health Educator	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Responsible for developing and implementing strategies to improve the health of individuals and communities by teaching people about behaviors that promote health and wellness. Promotes, maintains and improves individual and/or community health by assisting individuals and communities through evidence-based health information to adopt healthy behaviors Typically requires a professional license or education credentials that meet national standards. NOTE: Health educators provide an insurance billable service. FAMILY: Wellness.		0	1
Health Educator	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Responsible for developing and implementing strategies to improve the health of individuals and communities by teaching people about behaviors that promote health and wellness. Promotes, maintains and improves individual and/or community health by assisting individuals and communities through evidence-based health information to adopt healthy behaviors Typically requires a professional license or education credentials that meet national standards. NOTE: Health educators provide an insurance billable service. FAMILY: Wellness.		0.25	1
Health Educator	WTW Health Care Middle Management, Professional and Support, 2021	Develops, recommends and implements health education programs designed to increase awareness and knowledge relating to the improvement of health on an individual, family or community basis. Updates health education programs, consistent with changes in health care trends and technology. LEVEL: Intermediate (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 136: CSU Benchmark Job Market Pricing Details – Health Information Technician

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Health Information Technician	CompData Health Care National - January, 2021	Analyzes patient medical records received from patient care areas to check for completeness and accuracy. Works with physicians and patients to complete records when deficiencies are found. Ensures all records are properly coded and indexed into the organization's health information management system. High school education or equivalent required. Associate's degree preferred. JOB FAMILY: Non-Clinical.		0.5	1
Health Information Technician	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Responsible for assembling and maintaining patients' health information in medical records and charts. Ensures all forms are completed and properly identified and signed and all necessary information is in the computer. Communicates with physicians or others to clarify diagnoses or get additional information. May also assign a code to each diagnosis and procedure. FAMILY: Health Information / Medical Records.		0	1
Health Information Technician	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Responsible for assembling and maintaining patients' health information in medical records and charts. Ensures all forms are completed and properly identified and signed and all necessary information is in the computer. Communicates with physicians or others to clarify diagnoses or get additional information. May also assign a code to each diagnosis and procedure. FAMILY: Health Information / Medical Records.		0.5	1

Figure 137: CSU Benchmark Job Market Pricing Details – Heavy Equipment Operator/Bus Driver

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Heavy Equipment Operator/Bus Driver	CompData Benchmark Pro - National - January, 2021	Operates power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders to excavate, move, and grade earth, erect structural and reinforcing steel and pour concrete or other hard surface paving materials. High school education or equivalent and Valid CDL required, and one year experience. JOB FAMILY: Construction.		0	1
Heavy Equipment Operator/Bus Driver	CompData Colleges & Universities - January, 2021	Operates power construction equipment, such as compressors, pumps, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders to excavate, move, and grade earth, erect structural and reinforcing steel and pour concrete or other hard surface paving materials. High school education or equivalent and Valid CDL required, and one year experience. JOB FAMILY: Construction.		0.25	1
Heavy Equipment Operator/Bus Driver	CUPA Staff in Higher Education (CSULAX), 2020-2021	Operates large equipment, such as trash compactors, hoists, derricks, cranes, shovels, tractors, scrapers, or motor graders.	+10% for level	0.25	1.1
Heavy Equipment Operator/Bus Driver	Mercer Benchmark - United States, 2021	Drives heavy duty trucks (typically with either a semi-trailer or heavy-duty trailer) to transport and deliver manufacturing related materials and finished goods including: Driving a heavy truck (more than 7 tons) containing materials, merchandise, or equipment. Coordinating the loading or unloading of trucks/trailers. Preparing receipts and verifying orders. May collect payment for deliveries. May perform preventive maintenance by testing various operative systems and fluids levels. Commercial Driver's License required. FAMILY: Transportation Services. This job family provides services involved in the physical movement of passengers (human and animal) and mail, packages, goods, etc. from one place to another. Movement can occur via road, rail, air, or water. Activities include general transportation operations, messenger/courier services, drivers, crew operations, planning, scheduling, and controlling activities associated with transport, cargo management, and training. Positions ancillary to the associated infrastructure, e.g., airports, railways, seaports, used in movement are also included. SUBFAMILY: Road Transportation. Positions in this sub-family are responsible for the transport of people, animals, and/or goods via vehicles that run over the road, including: Messengers/couriers. Drivers/chauffeurs who transport company employees. Light/heavy truck delivery drivers, special freight truck drivers, and bus drivers. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Heavy Equipment Operator/Bus Driver	Mercer Benchmark - United States, 2021	Drives heavy duty trucks (typically with either a semi-trailer or heavy-duty trailer) to transport and deliver manufacturing related materials and finished goods including: Driving a heavy truck (more than 7 tons) containing materials, merchandise, or equipment. Coordinating the loading or unloading of trucks/trailers. Preparing receipts and verifying orders. May collect payment for deliveries. May perform preventive maintenance by testing various operative systems and fluids levels. Commercial Driver's License required. FAMILY: Transportation Services. This job family provides services involved in the physical movement of passengers (human and animal) and mail, packages, goods, etc. from one place to another. Movement can occur via road, rail, air, or water. Activities include general transportation operations, messenger/courier services, drivers, crew operations, planning, scheduling, and controlling activities associated with transport, cargo management, and training. Positions ancillary to the associated infrastructure, e.g., airports, railways, seaports, used in movement are also included. SUBFAMILY: Road Transportation. Positions in this sub-family are responsible for the transport of people, animals, and/or goods via vehicles that run over the road, including: Messengers/couriers. Drivers/chauffeurs who transport company employees. Light/heavy truck delivery drivers, special freight truck drivers, and bus drivers. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.17	1
Heavy Equipment Operator/Bus Driver	Western Management Group CompBase - Summer (CSULAX), 2021	Operates commercial trucks that require a Class A Commercial Driver's License (CDL) to pick-up and deliver merchandise and goods. Drives, loads and unloads truck with capacity of more than 5 tons, to transport materials to and from specified destinations, by performing the following duties: drives truck to destination, prepares receipt for load picked up, collects payment for goods delivered and for delivery charges, maintains truck log according to state and federal regulations, maintains contact with supervisor to receive instruction, inspects truck equipment and supplies, performs emergency roadside repairs, positions blocks and ties rope around items to secure cargo during transit. May load and unload truck. EDUCATION AND EXPERIENCE: Requires a valid Class A Commercial Driver's License, and up to a year of directly related experience, with the typical incumbent possessing one or more years of experience.		0	1
Heavy Equipment Operator/Bus Driver	Western Management Group CompBase - Summer (CSULAX), 2021	Operates commercial trucks that require a Class A Commercial Driver's License (CDL) to pick-up and deliver merchandise and goods. Drives, loads and unloads truck with capacity of more than 5 tons, to transport materials to and from specified destinations, by performing the following duties: drives truck to destination, prepares receipt for load picked up, collects payment for goods delivered and for delivery charges, maintains truck log according to state and federal regulations, maintains contact with supervisor to receive instruction, inspects truck equipment and supplies, performs emergency roadside repairs, positions blocks and ties rope around items to secure cargo during transit. May load and unload truck. EDUCATION AND EXPERIENCE: Requires a valid Class A Commercial Driver's License, and up to a year of directly related experience, with the typical incumbent possessing one or more years of experience.		0.16	1
Heavy Equipment Operator/Bus Driver	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Operates heavy trucks or similar vehicles to pick up and deliver products, supplies and equipment to and from organization, supplier and customer sites. Actions may involve complex pickups and deliveries, e.g., night deliveries, international travel, transport of dangerous and hazardous products. LEVEL: Intermediate (Production/Manual Labor) (W2). ALIGNS WITH: Global Grades 04 and 05. Has skills developed through formal training or work experience. Works within established procedures and guidelines with limited ability to modify methods and approach. Completes assigned tasks with a moderate degree of supervision. Global Grade 05 Differentiators: Performs the full range of established procedures, and will typically be considered skilled through work experience. Resolves routine issues without supervisory approval. Global Grade 04 Differentiators: Performs most established procedures and will typically be considered semi-skilled through work experience. Resolves routine issues with senior staff or supervisory guidance and approval.		0.17	1

Figure 138: CSU Benchmark Job Market Pricing Details – Housing Operations Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Housing Operations Professional II	CompData Colleges & Universities - January, 2021	Directs, leads, plans, and manages operations in connection with on- and off-campus housing. Establishes policies and procedures for on-campus housing assignments. Inspects units annually when vacated to assess damages and ensure proper maintenance of on-campus housing. Assists students with securing off-campus housing and negotiates group rates. Communicates with students and parents regarding the operations of on- and off-campus housing. Mediates conflicts between tenants and compiles incident reports. Bachelor's degree required and two years experience. JOB FAMILY: Student Housing and Health Services.		1	1

Figure 139: CSU Benchmark Job Market Pricing Details – HR Generalist II (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
HR Generalist II	CompData Benchmark Pro - National - January, 2021	Provides a variety of human resources services for an office, subsidiary, remote location, or specific unit. Performs salary administration, recruiting, staffing, and/or benefit liaison functions. Coordinates training, benefits, employee services, employee relations, and health promotion activities through human resources staff members. Ensures compliance with legal and corporate guidelines. Bachelor's degree in human resources management or related area required and two years experience. JOB FAMILY: Human Resources.		0	1
HR Generalist II	CompData Colleges & Universities - January, 2021	Provides a variety of human resources services for an office, subsidiary, remote location, or specific unit. Performs salary administration, recruiting, staffing, and/or benefit liaison functions. Coordinates training, benefits, employee services, employee relations, and health promotion activities through human resources staff members. Ensures compliance with legal and corporate guidelines. Bachelor's degree in human resources management or related area required and two years experience. JOB FAMILY: Human Resources.		0.25	1
HR Generalist II	Mercer Benchmark - United States, 2021	General Human Resources includes work across multiple areas of HR including: General HR program/policy development, administration, and compliance. Employee hiring, onboarding, termination, and records maintenance. Employee and labor relations and communications. Rewards program coordination and/or administration. Relocation services (domestic and international). Immigration services. HR related training. In some organizations, General HR may also be accountable for some or all of the following: HR Business Partnership (consulting and coaching). Mobility (strategy and design). Staffing and Recruiting. Talent and Organization Performance. Training and Development. Human Resource Information Systems (HRIS). Specialization Match Note: Para-Professional incumbents maintain employee files/records, support hiring/termination processes, track performance ratings, and compile HR-related statistics. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Generalists. Positions in this sub-family are responsible for managing or performing work across multiple Human Resources sub-families including: General HR program/policy development, administration, and compliance. General business support. Employee hiring, onboarding, termination, and records maintenance. Employee and labor relations and communications. Rewards program coordination and/or administration. Relocation services (domestic and international). Immigration services. HR related training. In some organizations, may also be accountable for HR Business Partnership (consulting and coaching). Mobility (strategy and design). Staffing & Recruiting, Talent & Organization Performance, Training & Development, and Human Resource Information Systems (HRIS). CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
HR Generalist II	Mercer Benchmark - United States, 2021	General Human Resources includes work across multiple areas of HR including: General HR program/policy development, administration, and compliance. Employee hiring, onboarding, termination, and records maintenance. Employee and labor relations and communications. Rewards program coordination and/or administration. Relocation services (domestic and international). Immigration services. HR related training. In some organizations, General HR may also be accountable for some or all of the following: HR Business Partnership (consulting and coaching). Mobility (strategy and design). Staffing and Recruiting. Talent and Organization Performance. Training and Development. Human Resource Information Systems (HRIS). Specialization Match Note: Para-Professional incumbents maintain employee files/records, support hiring/termination processes, track performance ratings, and compile HR-related statistics. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Generalists. Positions in this sub-family are responsible for managing or performing work across multiple Human Resources sub-families including: General HR program/policy development, administration, and compliance. General business support. Employee hiring, onboarding, termination, and records maintenance. Employee and labor relations and communications. Rewards program coordination and/or administration. Relocation services (domestic and international). Immigration services. HR related training. In some organizations, may also be accountable for HR Business Partnership (consulting and coaching). Mobility (strategy and design). Staffing & Recruiting, Talent & Organization Performance, Training & Development, and Human Resource Information Systems (HRIS). CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.08	1
HR Generalist II	Mercer Benchmark - United States, 2021	Responds to eligibility and enrollment inquiries about employee benefit programs, including but not limited to: life, health, and disability insurance, medical/dependent care spending accounts, COBRA, income continuance, and other paid time off as well as retirement and pension plans. Ensures that appropriate documentation is prepared to ensure new hire transactions and existing employee changes can be processed. May also answer questions about various benefits related mailings and communications. May perform research to achieve problem resolution. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Operations. Positions in this sub-family are responsible for administering multiple areas of human resources and rewards programs including: HR employment issues related to hiring, termination, contracts, retirement, etc. Personnel records maintenance pertaining to benefits, compensation, leaves of absence, retirement, etc. Statistical reporting to internal management and external agencies. Compensation & benefits program implementation and administration. May select and manage HR outsourcing vendors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
HR Generalist II	Mercer Benchmark - United States, 2021	Responds to eligibility and enrollment inquiries about employee benefit programs, including but not limited to: life, health, and disability insurance, medical/dependent care spending accounts, COBRA, income continuance, and other paid time off as well as retirement and pension plans. Ensures that appropriate documentation is prepared to ensure new hire transactions and existing employee changes can be processed. May also answer questions about various benefits related mailings and communications. May perform research to achieve problem resolution. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Operations. Positions in this sub-family are responsible for administering multiple areas of human resources and rewards programs including: HR employment issues related to hiring, termination, contracts, retirement, etc. Personnel records maintenance pertaining to benefits, compensation, leaves of absence, retirement, etc. Statistical reporting to internal management and external agencies. Compensation & benefits program implementation and administration. May select and manage HR outsourcing vendors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.25	1

Figure 139: CSU Benchmark Job Market Pricing Details – HR Generalist II (2 of 2)

HR Generalist II	Western Management Group CompBase - Summer (CSULAX), 2021	Performs a wide variety of professional level human resources activities in functions such as employment, compensation, benefits, training, employee relations, security, unemployment insurance and related areas. Generally specializes within two or more assigned areas. Typical tasks include assisting in the development and conduct of recruiting programs, interviewing, screening, evaluating and selecting qualified applicants; reviewing requests for classification/grade changes, recommending appropriate salary grades, analyzing salary survey data, developing compensation structures; reviewing competitive benefits, developing recommendations for benefit additions and changes; interpreting human resources policies for supervision, counseling employees concerning work related problems and conducting termination interviews; preparing company benefit brochures and conducting employee orientations; preparing and presenting unemployment claims; developing programs and similar tasks. Conducts research, analyzes data and prepares recommendations on assigned projects. Provides assistance to line management regarding employee relations practices. May provide technical guidance to lower level staff. EDUCATION AND EXPERIENCE: Bachelor's Degree in Human Resources, Business Administration or related field or equivalent experience. Practical knowledge of assigned functional areas as would normally be obtained from 2 or more years of experience in the field.		0	1
HR Generalist II	Western Management Group CompBase - Summer (CSULAX), 2021	Performs a wide variety of professional level human resources activities in functions such as employment, compensation, benefits, training, employee relations, security, unemployment insurance and related areas. Generally specializes within two or more assigned areas. Typical tasks include assisting in the development and conduct of recruiting programs, interviewing, screening, evaluating and selecting qualified applicants; reviewing requests for classification/grade changes, recommending appropriate salary grades, analyzing salary survey data, developing compensation structures; reviewing competitive benefits, developing recommendations for benefit additions and changes; interpreting human resources policies for supervision, counseling employees concerning work related problems and conducting termination interviews; preparing company benefit brochures and conducting employee orientations; preparing and presenting unemployment claims; developing programs and similar tasks. Conducts research, analyzes data and prepares recommendations on assigned projects. Provides assistance to line management regarding employee relations practices. May provide technical guidance to lower level staff. EDUCATION AND EXPERIENCE: Bachelor's Degree in Human Resources, Business Administration or related field or equivalent experience. Practical knowledge of assigned functional areas as would normally be obtained from 2 or more years of experience in the field.		0.09	1
HR Generalist II	Western Management Group EduComp (CSULAX), 2021	Manages human resource and employment matters for one or more small and/or less complex organization units(s). Provides interpretation and advice on human resources policies and procedures. Interviews and refers candidates for non-academic positions. Advises and consults with supervisors and managers on development and classification of new positions, changes of status, transfers, promotions, performance appraisals, salary review and salary adjustments, terminations, coaches supervisors and staff awareness and terminations. Counsels and assists supervisors, managers and employees in resolution of problems and grievances. Coordinates all aspects of managing selected training programs. Education and Experience: Bachelor degree and 3 or more years of experience as a human resources generalist.	-10% for Level	0.25	0.9
HR Generalist II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Designs, implements and monitors human resource programs and policies, including recruitment, learning and development, performance management, compensation, benefits, equal opportunity and diversity, etc. Anticipates and plans for long-term human resource needs and trends. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.08	1

Figure 140: CSU Benchmark Job Market Pricing Details – HR Specialist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
HR Specialist II	CompData Benchmark Pro - National - January, 2021	Assists in the implementation, administration, and communication of employee benefit plans. Makes presentations on benefit programs. Assists with monthly benefits plan funding, billing, benefits accounting, and reconciliation. Maintains high level of confidentiality and has a working knowledge of applicable federal, state, and municipal regulations as they relate to human resources. Associate's degree required and two experience. JOB FAMILY: Human Resources.	*+10% for Level	0.13	1.1
HR Specialist II	CompData Benchmark Pro - National - January, 2021	Provides administrative support to recruiters and recruitment processes. Posts job openings to internal posting system and external recruiting web sites, reviews resumes, schedules and coordinates preliminary interviews, handles routine applicant correspondence (e.g. applications, rejection letters, offer letters), processes recruitment packets, ensures background checks are completed prior to extending offers, and coordinates travel arrangements with candidates. Bachelor's degree preferred. JOB FAMILY: Human Resources.	*+10% for Level	0.08	1.1
HR Specialist II	CompData Colleges & Universities - January, 2021	Assists in the implementation, administration, and communication of employee benefit plans. Makes presentations on benefit programs. Assists with monthly benefits plan funding, billing, benefits accounting, and reconciliation. Maintains high level of confidentiality and has a working knowledge of applicable federal, state, and municipal regulations as they relate to human resources. Associate's degree required and two experience. JOB FAMILY: Human Resources.	*+10% for Level	0.13	1.1
HR Specialist II	CompData Colleges & Universities - January, 2021	Provides administrative support to recruiters and recruitment processes. Posts job openings to internal posting system and external recruiting web sites, reviews resumes, schedules and coordinates preliminary interviews, handles routine applicant correspondence (e.g. applications, rejection letters, offer letters), processes recruitment packets, ensures background checks are completed prior to extending offers, and coordinates travel arrangements with candidates. Bachelor's degree preferred. JOB FAMILY: Human Resources.	*+10% for Level	0.25	1.1
HR Specialist II	Mercer Benchmark - United States, 2021	Benefits Administration includes work focused on assisting and advising employees with benefit enrollment process, eligibility, coverage amounts/options, and claims filing including: Health & welfare benefits (e.g., medical, dental, vision, life and disability insurance, etc.). Retirement benefits (e.g., defined contribution plans, profit-sharing plans, defined benefit pension programs, etc.). Benefits enrollment and personnel records maintenance (e.g., hire date, marital status, dependent information, breaks in service, etc.). Preparation and filing of documents necessary for implementing benefit coverage. Ensuring compliance with insurance, tax, and other regulations and filing requirements. May be accountable for administering worker's compensation programs. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Operations. Positions in this sub-family are responsible for administering multiple areas of human resources and rewards programs including: HR employment issues related to hiring, termination, contracts, retirement, etc. Personnel records maintenance pertaining to benefits, compensation, leaves of absence, retirement, etc. Statistical reporting to internal management and external agencies. Compensation & benefits program implementation and administration. May select and manage HR outsourcing vendors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
HR Specialist II	Mercer Benchmark - United States, 2021	Benefits Administration includes work focused on assisting and advising employees with benefit enrollment process, eligibility, coverage amounts/options, and claims filing including: Health & welfare benefits (e.g., medical, dental, vision, life and disability insurance, etc.). Retirement benefits (e.g., defined contribution plans, profit-sharing plans, defined benefit pension programs, etc.). Benefits enrollment and personnel records maintenance (e.g., hire date, marital status, dependent information, breaks in service, etc.). Preparation and filing of documents necessary for implementing benefit coverage. Ensuring compliance with insurance, tax, and other regulations and filing requirements. May be accountable for administering worker's compensation programs. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Human Resources Operations. Positions in this sub-family are responsible for administering multiple areas of human resources and rewards programs including: HR employment issues related to hiring, termination, contracts, retirement, etc. Personnel records maintenance pertaining to benefits, compensation, leaves of absence, retirement, etc. Statistical reporting to internal management and external agencies. Compensation & benefits program implementation and administration. May select and manage HR outsourcing vendors. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.13	1
HR Specialist II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for attracting, finding and acquiring skilled labor for organization needs including: •Talent evaluation and screening (assessing skills, testing, ranking, reference checking, etc.) •Job advertising and posting internally and externally, including third party recruiting agencies •Talent prospecting at employment fairs and on campus at educational institutions •Talent staffing and planning •Managing new employee induction process •May be responsible for exit interviews An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0	1
HR Specialist II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for attracting, finding and acquiring skilled labor for organization needs including: •Talent evaluation and screening (assessing skills, testing, ranking, reference checking, etc.) •Job advertising and posting internally and externally, including third party recruiting agencies •Talent prospecting at employment fairs and on campus at educational institutions •Talent staffing and planning •Managing new employee induction process •May be responsible for exit interviews An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0.08	1
HR Specialist II	Western Management Group EduComp (CSULAX), 2021	Coordinates the administration of one or more elements of the benefits program such as basic and major medical coverage, dental insurance, group life insurance, pension plans, and other benefits. Answers employee questions regarding eligibility, provisions, and other matters related to benefits. Maintains benefits records and documents necessary for implementing benefit coverage. May assist in the preparation of employee benefits booklets and other employee benefit communications. Education and Experience: Bachelor degree or equivalent and 2 - 4 years of experience in personnel or related field.		0	1
HR Specialist II	Western Management Group EduComp (CSULAX), 2021	Coordinates the administration of one or more elements of the benefits program such as basic and major medical coverage, dental insurance, group life insurance, pension plans, and other benefits. Answers employee questions regarding eligibility, provisions, and other matters related to benefits. Maintains benefits records and documents necessary for implementing benefit coverage. May assist in the preparation of employee benefits booklets and other employee benefit communications. Education and Experience: Bachelor degree or equivalent and 2 - 4 years of experience in personnel or related field.		0.13	1
HR Specialist II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Sources, recruits, screens, interviews and recommends external and/or internal candidates for all level jobs, including entry level, experienced professional/technical, IT, support staff and hourly, and possibly management. May utilize the services of employment agencies. Places employment ads in appropriate sources, including the Internet and print media. Ensures the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, including EEO statistics. May recruit from colleges, technical schools and job fairs. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.09	1

Figure 141: CSU Benchmark Job Market Pricing Details – Information Security Analyst III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Information Security Analyst III	CompData Benchmark Pro - National - January, 2021	Uses databases, networks, hardware, firewalls, and encryptions and develops software, applications, scripts, codes, and instructions to prevent cyber attacks and the theft of sensitive organizational information. Conducts risk assessment interviews with internal and external partners. Performs network surveillance and compiles incident reports. Bachelor's degree required and three years experience. JOB FAMILY: Information Systems.	+10% for Level	0	1.1
Information Security Analyst III	CompData Colleges & Universities - January, 2021	Uses databases, networks, hardware, firewalls, and encryptions and develops software, applications, scripts, codes, and instructions to prevent cyber attacks and the theft of sensitive organizational information. Conducts risk assessment interviews with internal and external partners. Performs network surveillance and compiles incident reports. Bachelor's degree required and three years experience. JOB FAMILY: Information Systems.	+10% for Level	0.5	1.1
Information Security Analyst III	Mercer Benchmark - United States, 2021	Information Systems Security work focuses on preventing IT-based crime, hacking, intentional or inadvertent modification, disclosure, or destruction to an organization's information systems and IT assets and intellectual property including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management, and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Security. Positions in this sub-family are responsible for managing or performing work associated with developing, communicating, implementing, enforcing and monitoring security controls to protect the organization's technology assets from intentional or inadvertent modification, disclosure or destruction including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Information Security Analyst III	Western Management Group CompBase - Summer (CSULAX), 2021	Under general direction, carries out all phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security. Conducts regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends, communicates and implements new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, telecommunications and information systems security education/awareness programs. Conducts investigations of computer security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience. A minimum of 5 years of experience in developing and implementing Intrusion Detection Systems and firewalls.		0	1
Information Security Analyst III	Western Management Group CompBase - Summer (CSULAX), 2021	Under general direction, carries out all phases of information systems/networks security program that involves access to computers and computerized data enabling company to meet contractual requirements for networks security. Conducts regular audits to ensure that systems are being operated securely, and information systems security policies and procedures are being implemented as defined in security plans. Develops, tests, and operates firewalls, intrusion detection systems, enterprise anti-virus systems and software deployment tools. Safeguards the network against unauthorized infiltration, modification, destruction or disclosure. Researches, evaluates, tests, recommends, communicates and implements new security software or devices. Implements, enforces, communicates and develops security policies or plans for data, software applications, hardware, telecommunications and information systems security education/awareness programs. Conducts investigations of computer security violations and incidents, reporting as necessary to management. Responds to queries and requests for computer security information and reports. Incumbent may report into the Security department and act as a liaison between the IT and Security functions OR may report directly into the IT function. Excludes those who perform these duties less than 80% of the time. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience. A minimum of 5 years of experience in developing and implementing Intrusion Detection Systems and firewalls.		0.16	1
Information Security Analyst III	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs, develops, implements and oversees the organization's information security and cyber resilience strategy. Develops the organization's data security procedures and overall cyber-security framework, including the forensic tools and end-to-end process for the detection, root cause analysis and containment of cyber-attacks. Evaluates and recommends hardware and software to provide the appropriate level of protection for data in order to protect the information systems from unauthorized access and use. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 142: CSU Benchmark Job Market Pricing Details – Institutional Research Analyst II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Institutional Research Analyst II	CompData Colleges & Universities - January, 2021	Supports the institutional policies and procedures and assists with the design of institutional research studies. Develops and conducts all surveys for the analysis of educational data to improve and develop the institution. Collects, extracts, statistically analyzes and interprets data, and designs and generates findings reports. Bachelor's degree required and three years experience. JOB FAMILY: Academic Affairs.	~10% for level	0.25	0.9
Institutional Research Analyst II	Mercer Benchmark - United States, 2021	Responsible for performing general analytics and statistical modeling on existing data sets in various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Financial Services, Scientific Research, etc.). Activities include: defining data requirements, data collection, processing, cleaning, analysis, modeling and visualization. Examines and identifies data patterns and trends to help answer business questions and improve decision making. Provides inputs for complex Data Science and Big Data Mining projects. Identifies areas to increase efficiency and automation of data analysis processes. Specialization Match Note: This Specialization serves as a generalist role. If organization has analytics roles with specific industry/service line focus, please match to relevant sub-functions such as Actuary Analytics, Business Analytics, Customer Analytics, HR Analytics, Healthcare Analytics, etc. FAMILY: Data Analytics/Warehousing, & Business Intelligence. This job family is responsible for the development and execution of architectures, policies, practices and procedures in order to manage the information lifecycle needs of an organization in an effective manner and examining organization's data with the purpose of drawing conclusions about that information. Activities include analyzing and interpreting collected data, spotting trends, writing reports and recommendations for internal or external clients; data modeling and creating data architectures; developing and enhancing the data warehouse; back-end transaction/data processing; and market research professional services. SUBFAMILY: Data Analytics & Business Intelligence (BI). Positions in this sub-family are responsible for performing complex data research and analysis to support business operations including: Creating data mining architectures/models/protocols, statistical reporting, and data analysis methodologies to identify trends in large data sets. Analysis may be applied to various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Scientific Research, etc.). Researching and applying knowledge of existing and emerging data science principles, theories, and techniques to inform business decisions. At higher career levels, may conduct scientific research projects with the goal of breaking new ground in data analytics. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Institutional Research Analyst II	Mercer Benchmark - United States, 2021	Responsible for performing general analytics and statistical modeling on existing data sets in various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Financial Services, Scientific Research, etc.). Activities include: defining data requirements, data collection, processing, cleaning, analysis, modeling and visualization. Examines and identifies data patterns and trends to help answer business questions and improve decision making. Provides inputs for complex Data Science and Big Data Mining projects. Identifies areas to increase efficiency and automation of data analysis processes. Specialization Match Note: This Specialization serves as a generalist role. If organization has analytics roles with specific industry/service line focus, please match to relevant sub-functions such as Actuary Analytics, Business Analytics, Customer Analytics, HR Analytics, Healthcare Analytics, etc. FAMILY: Data Analytics/Warehousing, & Business Intelligence. This job family is responsible for the development and execution of architectures, policies, practices and procedures in order to manage the information lifecycle needs of an organization in an effective manner and examining organization's data with the purpose of drawing conclusions about that information. Activities include analyzing and interpreting collected data, spotting trends, writing reports and recommendations for internal or external clients; data modeling and creating data architectures; developing and enhancing the data warehouse; back-end transaction/data processing; and market research professional services. SUBFAMILY: Data Analytics & Business Intelligence (BI). Positions in this sub-family are responsible for performing complex data research and analysis to support business operations including: Creating data mining architectures/models/protocols, statistical reporting, and data analysis methodologies to identify trends in large data sets. Analysis may be applied to various areas of the business (e.g., Market Economics, Supply Chain, Marketing/Advertising, Scientific Research, etc.). Researching and applying knowledge of existing and emerging data science principles, theories, and techniques to inform business decisions. At higher career levels, may conduct scientific research projects with the goal of breaking new ground in data analytics. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.5	1
Institutional Research Analyst II	Western Management Group EduComp (CSULAX), 2021	Investigates, researches, gathers, analyzes and summarizes data about various aspects of the institution in support of information and research needs for planning and policy making decisions. Develops and maintains databases for various reporting purposes such as annual institutional reports, fact sheets and books, and reporting to federal and state agencies and other national publications. Designs and establishes information systems that manage, store and retrieve data for analysis to answer ad hoc informational requests and longitudinal tracking of students and faculty. Coordinates and supervises the process for providing institutional data on-line. Trains staff members and student assistants in web-based software, and troubleshoots problems related to the posting of on-line data. Provides statistical reports to campus departments regarding projects related to grant proposals, IT planning, departmental publication or reports, and student, faculty and staff orientations. Serves as liaison and central contact for annual federal and state surveys, ensuring accuracy of data and meeting of deadlines. Education and Experience: Bachelor degree in a research related field with emphasis in statistics or social science research, and 5 or more years of experience in research or an educational environment.		0	1
Institutional Research Analyst II	Western Management Group EduComp (CSULAX), 2021	Investigates, researches, gathers, analyzes and summarizes data about various aspects of the institution in support of information and research needs for planning and policy making decisions. Develops and maintains databases for various reporting purposes such as annual institutional reports, fact sheets and books, and reporting to federal and state agencies and other national publications. Designs and establishes information systems that manage, store and retrieve data for analysis to answer ad hoc informational requests and longitudinal tracking of students and faculty. Coordinates and supervises the process for providing institutional data on-line. Trains staff members and student assistants in web-based software, and troubleshoots problems related to the posting of on-line data. Provides statistical reports to campus departments regarding projects related to grant proposals, IT planning, departmental publication or reports, and student, faculty and staff orientations. Serves as liaison and central contact for annual federal and state surveys, ensuring accuracy of data and meeting of deadlines. Education and Experience: Bachelor degree in a research related field with emphasis in statistics or social science research, and 5 or more years of experience in research or an educational environment.		0.25	1

Figure 143: CSU Benchmark Job Market Pricing Details – International Program Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
International Program Professional II	CompData Colleges & Universities - January, 2021	Advises and mentors students on diversity between cultures with regard to international study. Performs research on prospective international opportunities for the international program. Master's degree preferred and three years experience. JOB FAMILY: Business and Administrative Affairs.		0.5	1
International Program Professional II	Western Management Group EduComp (CSULAX), 2021	Provides interpretation and counsel on immigration laws for international faculty, research scholars and students. Files employment-based immigration petitions. Advises scholars and students on matters pertaining to cross cultural adjustment, academic and financial concerns. Education and Experience: Master degree in student personnel, higher education administration, counseling or a related field, and 4 years of related experience.	+10% for Level	0	0.9
International Program Professional II	Western Management Group EduComp (CSULAX), 2021	Provides interpretation and counsel on immigration laws for international faculty, research scholars and students. Files employment-based immigration petitions. Advises scholars and students on matters pertaining to cross cultural adjustment, academic and financial concerns. Education and Experience: Master degree in student personnel, higher education administration, counseling or a related field, and 4 years of related experience.	+10% for Level	0.5	0.9

Figure 144: CSU Benchmark Job Market Pricing Details – Interpreter II-IA

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Interpreter II-IA	CompData Colleges & Universities - January, 2021	Translates the spoken word into sign language for the deaf and hearing impaired. Possesses excellent listening and communications skills with an attention to detail. Facilitates communications between deaf or hearing impaired individuals and others. Works in large group settings as well as one-on-one scenarios. Associate's degree and Registry of Interpreters for the Deaf or American Sign Language/Interpreter Training preferred and three years experience. JOB FAMILY: Non-Clinical.	+10% for Level	0.25	1.1
Interpreter II-IA	CompData Health Care - National - January, 2021	Translates the spoken word into sign language for the deaf and hearing impaired. Possesses excellent listening and communications skills with an attention to detail. Facilitates communications between deaf or hearing impaired individuals and others. Works in large group settings as well as one-on-one scenarios. Associate's degree and Registry of Interpreters for the Deaf or American Sign Language/Interpreter Training preferred and three years experience. JOB FAMILY: Non-Clinical.		0.13	1.1
Interpreter II-IA	CUPA Staff in Higher Education (CSULAX), 2020-2021	Interprets for deaf and hard-of-hearing students, faculty, and staff in a variety of settings, including classrooms, campus activities, events, and other situations when needed.	+10% for level	0.25	1.1
Interpreter II-IA	ERI Salary Assessor (CSULAX), 2021	No Description		0.25	1.1
Interpreter II-IA	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Responsible for helping deaf or hearing impaired individuals understand what is being said. Must be familiar and understand the subject matter and medical terms so an accurate translation can be provided to patient. FAMILY: Patient Access/Admissions/Registration.		0.13	1.1

Figure 145: CSU Benchmark Job Market Pricing Details – Irrigation Specialist

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Irrigation Specialist	CUPA Staff in Higher Education (CSULAX), 2020-2021	Responsible for the installation and maintenance of irrigation systems.		0.5	1
Irrigation Specialist	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Irrigation Specialist	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Level	0.5	1.1

Figure 146: CSU Benchmark Job Market Pricing Details – Laboratory Assistant I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Laboratory Assistant I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of support tasks in a life science laboratory including maintenance, cleaning and sterilization of equipment and the laboratory, maintenance and ordering of inventory, and various recordkeeping functions. May pick up and deliver equipment, prepare solutions and media, and dispose of contaminated materials from the area.		0.5	1
Laboratory Assistant I	Western Management Group CompBase - Summer (CSULAX), 2021	Under close supervision, performs routine laboratory support tasks such as collecting and cleaning glassware and lab equipment, maintaining bench stocks of consumable supplies, simple preparation of samples, and other similar duties where instructions are well documented and allow little or no deviation. This position is normally found in process operations, chemical research, biological laboratory or pharmaceutical facility. EDUCATION AND EXPERIENCE: Reading, writing and math skills equivalent to those obtained from completion of high school or commensurate experience. Entry Level position. No previous experience required.		0.5	1

Figure 147: CSU Benchmark Job Market Pricing Details – Laborer

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Laborer	CompData Benchmark Pro - National - January, 2021	Performs unskilled manual labor work that requires physical strength, the use of a variety of hand and power tools, and the ability to follow directions and work with a team. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0	1
Laborer	CompData Colleges & Universities - January, 2021	Performs unskilled manual labor work that requires physical strength, the use of a variety of hand and power tools, and the ability to follow directions and work with a team. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.		0.25	1
Laborer	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs general preventative maintenance using a variety of equipment and handles tasks that are not complex enough to need the specialized training of a licensed tradesperson, such as a plumber or electrician. Performs a variety of duties in and around buildings and grounds.		0.25	1
Laborer	Mercer Benchmark - United States, 2021	Moves and stores materials/products using a combination of manual labor and low complexity machinery/equipment (e.g., forklifts and conveyors) including: Handling and maintaining flow of materials and products according to established guidelines. Logging the movement of incoming and outgoing materials and products. Operating low complexity motorized and non-motorized material handling equipment. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S1 Entry Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Work is routine or follows standard procedures. Work is closely supervised. Communicates information that requires little explanation or interpretation.		0	1
Laborer	Mercer Benchmark - United States, 2021	Moves and stores materials/products using a combination of manual labor and low complexity machinery/equipment (e.g., forklifts and conveyors) including: Handling and maintaining flow of materials and products according to established guidelines. Logging the movement of incoming and outgoing materials and products. Operating low complexity motorized and non-motorized material handling equipment. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S1 Entry Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Entry Para-Professional (S1) is an entry-level position typically requiring little to no prior knowledge or experience. Work is routine or follows standard procedures. Work is closely supervised. Communicates information that requires little explanation or interpretation.		0.25	1
Laborer	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs a variety of general manual labor tasks (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, assisting in the handling of heavy materials, making minor repairs, mowing lawns, shoveling snow, cleaning, dusting, washing windows, moving and polishing furniture and equipment). Follows specific processes and procedures to maintain the buildings, facilities and grounds. LEVEL: Entry (Production/Manual Labor) (W1). ALIGNS WITH: Global Grades 02 and 03. Has little or no prior relevant training or work experience. Works under close supervision with little autonomy. Works with clearly defined methods and tasks that are described in detail. Global Grade 03 Differentiators: Has limited prior relevant training or work experience. Contributes directly to specific unskilled tasks or processes. Has limited discretion to vary from established procedures. Global Grade 02 Differentiators: Has no prior relevant training or work experience. Contributes indirectly to specific unskilled tasks or processes. Has no discretion to vary from established procedures.		0.25	1

Figure 148: CSU Benchmark Job Market Pricing Details – Lead Automotive/Equipment Mechanic

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Lead Automotive and Equipment Mechanic	CUPA Staffin Higher Education (CSULAX), 2020-2021	Inspect, maintain, and repair vehicles.	+25% for level	0	1.25
NEW - Lead Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Provides service and repairs to light vehicles to maintain the safety and reliability standard according to manufacturer's specifications and requirements. Inspects and tests mechanical units, such as engines, transmissions, axles and brake systems, to locate faults and malfunctions. Repairs or replaces mechanical units or components using hand and power tools. Orders materials and spare parts that are needed. Maintains the vehicle service and history documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craftwork. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+10% for Level	0	1.1
NEW - Lead Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Provides service and repairs to light vehicles to maintain the safety and reliability standard according to manufacturer's specifications and requirements. Inspects and tests mechanical units, such as engines, transmissions, axles and brake systems, to locate faults and malfunctions. Repairs or replaces mechanical units or components using hand and power tools. Orders materials and spare parts that are needed. Maintains the vehicle service and history documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craftwork. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+10% for Level	0.25	1.1
NEW - Lead Automotive and Equipment Mechanic	Mercer Benchmark - United States, 2021	Undertakes preventative maintenance inspections and repairs of heavy mobile equipment. Conducts safety inspections of maintenance tools and equipment. Diagnoses malfunctions using computerized and other testing equipment to determine extent of repair required. Adjusts equipment and repairs defective parts, components or systems, using hand and power tools. Completes technical documentation, reports and drawings as required. Ensures all work is carried out according to environmental regulations and licenses. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craftwork. SUBFAMILY: Heavy Equipment & Construction Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork in a manufacturing or field site environment including: Operating heavy equipment such as heavy hauler trucks, crawler dozers, graders, other support equipment, and both hydraulic and electric shovels. Construction & civil infrastructure building trades. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0.25	1
NEW - Lead Automotive and Equipment Mechanic	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Diagnoses vehicle electrical and/or mechanical systems to identify the trouble source and determines appropriate remediation (repairs). Installs and maintains electrical equipment, identifies electrical faults and repairs electrical wiring in automobiles. Adjusts, repairs, reassembles and runs operational checks. LEVEL: Lead/Advanced (Production Manual Labor) (W4). ALIGNS WITH: Global Grades 07 and 08. Has advanced skills, typically gained through a combination of job-related training and considerable work experience. May act as a lead, coordinating the work of others, but is not a supervisor. Works autonomously within established procedures and practices. Has developed a specialized level of skill to perform assigned tasks. Global Grade 08 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Supports the delivery of new solutions to complex problems where precedent may not exist. Global Grade 07 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. May support the development of solutions to complex problems of a recurring nature.		0.5	1

Figure 149: CSU Benchmark Job Market Pricing Details – Lead Building Services Engineer (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Lead Building Service Engineer	CompData Benchmark Pro - National - January, 2021	Installs and repairs environmental-control systems, utilizing knowledge of refrigeration theory, piping, and structural layout. Uses a variety of hand tools, follows blueprints or engineering specifications to mount and assemble units. High school education or equivalent required, CFC certification preferred, and three years experience. JOB FAMILY: Facilities Maintenance.	10% Premium	0	1.15
NEW - Lead Building Service Engineer	CompData Colleges & Universities - January, 2021	Installs and repairs environmental-control systems, utilizing knowledge of refrigeration theory, piping, and structural layout. Uses a variety of hand tools, follows blueprints or engineering specifications to mount and assemble units. High school education or equivalent required, CFC certification preferred, and three years experience. JOB FAMILY: Facilities Maintenance.	10% Premium	0	1.15
NEW - Lead Building Service Engineer	CUPA Staff in Higher Education (CSU LAX), 2020-2021	Assigns tasks, prioritizes, and coordinates the activities of workers engaged in the operations, maintenance and service repairs on heating, ventilating, and air conditioning systems. May help train new workers. Serves as a mentor for less-experienced team members. Inspects work in progress and completed work to determine conformance to specifications. Report supervisors under 700000 in the Professionals Survey, whether exempt or non-exempt.	+5% for Duties	0	1.05
NEW - Lead Building Service Engineer	Merced Benchmark - United States, 2021	Mechanic: (HVAC) work focuses on installing, maintaining, and repairing HVAC systems that control thermal comfort/air quality including: Installing the HVAC system compressors, furnaces, ventilation fans, etc. and fabricating/assemble/installing ductwork. Performing maintenance to prevent failure of HVAC equipment & components (e.g., centrifugal compressors, electrical controls, evaporative condensers, pumps, fans, heating equipment, etc.). Performing routine inspections of piping systems, valves, and related equipment. Charging air conditioning systems with refrigerant, checking/leaking for leaks, and adjusting regulators. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+5% for Duties	0.5	1.05
NEW - Lead Building Service Engineer	Merced Benchmark - United States, 2021	Mechanic: (HVAC) work focuses on installing, maintaining, and repairing HVAC systems that control thermal comfort/air quality including: Installing the HVAC system compressors, furnaces, ventilation fans, etc. and fabricating/assemble/installing ductwork. Performing maintenance to prevent failure of HVAC equipment & components (e.g., centrifugal compressors, electrical controls, evaporative condensers, pumps, fans, heating equipment, etc.). Performing routine inspections of piping systems, valves, and related equipment. Charging air conditioning systems with refrigerant, checking/leaking for leaks, and adjusting regulators. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0	1
NEW - Lead Building Service Engineer	Merced Benchmark - United States, 2021	Plant/Facilities Infrastructure Technician work focuses on installing, maintaining, and repairing electrical and mechanical infrastructure in facilities including: Installing, calibrating, repairing, and upgrading engines and equipment which supply electricity, steam, heat, refrigeration, air conditioning, compressed air, ventilation, etc. Interpreting architectural blueprints and infrastructure schematics to perform preventative maintenance, testing, diagnosing, and repairs. Coordinating outside contractors and vendors providing services for building/facility equipment, machinery, or operational systems (e.g., lift systems, air-conditioning/heating, plumbing, and fire safety systems, etc.). Inspecting and maintaining safety equipment. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0	1

Figure 149: CSU Benchmark Job Market Pricing Details – Lead Building Services Engineer (2 of 2)

NEW - Lead Building Service Engineer	Mercer Benchmark - United States, 2021	Plant/Facilities Infrastructure Technician work focuses on installing, maintaining, and repairing electrical and mechanical infrastructure in facilities including: installing, calibrating, repairing, and upgrading engines and equipment which supply electricity, steam, heat, refrigeration, air conditioning, compressed air, ventilation, etc. Interpreting architectural blueprints and infrastructure schematics to perform preventative maintenance, testing, diagnosing, and repairs. Coordinating outside contractors and vendors providing services for building/facility equipment, machinery, or operational systems (e.g., lift systems, air-conditioning/heating, plumbing, and fire safety systems, etc.). Inspecting and maintaining safety equipment. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment; ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUBFAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0.5	1
NEW - Lead Building Service Engineer	Western Management Group CompBase - Summer (CSULAX), 2021	Under general management direction, performs highly complex repairs, modifications and preventative maintenance on building and facilities, equipment, fixtures and systems. Installs, troubleshoots, repairs and maintains a wide variety of facility plumbing, mechanical and electrical systems, which may include critical systems and equipment such as diesel generators, uninterruptible power supply (ups) systems, battery backup systems, variable speed drive equipment, power distribution unit (pdu) systems, static transfer switches (sts), chillers, boilers, fire systems, security systems, chemical water treatment programs, recycling and/or materials disposal systems, and various other mechanical and electrical systems. Works from schematics, diagrams, written/verbal instructions, layouts, or defined plans. May use computer-based information resources in analytical problem solving and to support recommendations for system optimization. Duties may include handling hazardous materials. Plans and completing any job assigned. Coordinates work of outside contractors. May provide work leadership for lower level employees through assignment of work, coordination of effort, providing technical guidance and review of assignment progress. Excludes those with full supervisory responsibilities. EDUCATION AND EXPERIENCE: associate's degree, or 2 years of formal technical training, and a minimum of 8 years of related experience, or an equivalent combination of related training and experience. Incumbents typically possess 10-20 years of related experience.		0	1

Figure 150: CSU Benchmark Job Market Pricing Details – Lead Carpenter (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW- Lead Carpenter	CompData Benchmark Pro - National - January, 2021	Builds and maintains wood structures ranging from rough scaffolds and concrete forms to buildings that require exact finish work. Utilizes a wide variety of power and hand tools to measure, saw, level, and nail wood, and other building materials. Erects wood frameworks in buildings, installs window frames, applies exterior siding and installs moldings, cabinets, doors, and hardware finish. May specialize and install metal stud framing and T-bar ceilings. Builds houses, erects skyscrapers and constructs bridges, tunnels and highways. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.	+10% for level	0	1.1
NEW- Lead Carpenter	CompData Benchmark Pro - National - January, 2021	Builds and maintains wood structures ranging from rough scaffolds and concrete forms to buildings that require exact finish work. Utilizes a wide variety of power and hand tools to measure, saw, level, and nail wood, and other building materials. Erects wood frameworks in buildings, installs window frames, applies exterior siding and installs moldings, cabinets, doors, and hardware finish. May specialize and install metal stud framing and T-bar ceilings. Builds houses, erects skyscrapers and constructs bridges, tunnels and highways. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.		0	1
NEW- Lead Carpenter	CompData Colleges & Universities - January, 2021	Builds and maintains wood structures ranging from rough scaffolds and concrete forms to buildings that require exact finish work. Utilizes a wide variety of power and hand tools to measure, saw, level, and nail wood, and other building materials. Erects wood frameworks in buildings, installs window frames, applies exterior siding and installs moldings, cabinets, doors, and hardware finish. May specialize and install metal stud framing and T-bar ceilings. Builds houses, erects skyscrapers and constructs bridges, tunnels and highways. High school education or equivalent required and completion of apprenticeship training both in the classroom and on-the-job. JOB FAMILY: Construction.	+10% for level	0	1.1
NEW- Lead Carpenter	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates the activities of workers and helpers engaged in carpentry. May help train new workers. Serves as a mentor for less-experienced team members. Inspects work in progress and completed work to determine conformance to specifications. Report supervisors under 700000 in the Professionals Survey, whether exempt or non-exempt.		0	1
NEW- Lead Carpenter	Mercer Benchmark - United States, 2021	Repair & Maintenance Carpentry work focuses on installing, repairing, and maintaining wooden structures and equipment including: Performing rough or finish carpentry work on building structures/scaffolding, platforms, work benches, cabinets, flooring, and interior trim. Operating woodworking tools (e.g., electrical saws, routers, drills, planers, lathes, jointers, molders, borers and sanders). Performing shop computations relating to dimensions of work and selecting required materials. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know-how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0	1

Figure 150: CSU Benchmark Job Market Pricing Details – Lead Carpenter (2 of 2)

NEW- Lead Carpenter	Mercer Benchmark - United States, 2021	Repair & Maintenance Carpentrywork focuses on installing, repairing, and maintaining wooden structures and equipment including: Performing rough or finish carpentrywork on building structures/scaffolding, platforms, work benches, cabinets, flooring, and interior trim. Operating woodworking tools (e.g., electrical saws, routers, drills, planers, lathes, jointers, molders, borers and sanders). Performing shop computations relating to dimensions of work and selecting required materials. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know-how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and maybe responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.			0.5	1
NEW- Lead Carpenter	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled carpentry duties in the construction, maintenance, repair and alteration of facilities. Follows blueprints, construction drawings and general verbal instructions to plan and layout carpentry assignments. Constructs and erects partitions, shelving, stairs, doors, walls and the like. Estimates and selects materials to complete jobs. Sets-up and operates power tools including saws, drills, planers, shapers and uses a variety of hand and finish tools associated with the carpentry trade. May perform finishing assignments including wood staining, surface preparation, minor incidental painting, trim installation and related tasks. Installs and repairs fixtures and may construct and repair cabinetry. May provide work leadership to other personnel. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of practices, tools, equipment, methods and materials used in the carpentry trade as would normally be acquired through technical training and several years of practical experience equivalent to a journey level carpenter. Excludes those with full supervisory responsibilities. Includes only those who specialize in carpentry as a major component of the job.	+10% for level		0	1.1
NEW- Lead Carpenter	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled carpentry duties in the construction, maintenance, repair and alteration of facilities. Follows blueprints, construction drawings and general verbal instructions to plan and layout carpentry assignments. Constructs and erects partitions, shelving, stairs, doors, walls and the like. Estimates and selects materials to complete jobs. Sets-up and operates power tools including saws, drills, planers, shapers and uses a variety of hand and finish tools associated with the carpentry trade. May perform finishing assignments including wood staining, surface preparation, minor incidental painting, trim installation and related tasks. Installs and repairs fixtures and may construct and repair cabinetry. May provide work leadership to other personnel. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of practices, tools, equipment, methods and materials used in the carpentry trade as would normally be acquired through technical training and several years of practical experience equivalent to a journey level carpenter. Excludes those with full supervisory responsibilities. Includes only those who specialize in carpentry as a major component of the job.	+10% for level		0	1.1
NEW- Lead Carpenter	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs the carpentry duties necessary to construct and maintain building woodwork such as bins, counters, shelves, benches, stairs, doors and windows. Works from drawings or verbal instructions and uses a variety of carpentry hand and power tools. Repairs high-grade articles of furniture such as cabinets, chairs, store fixtures and office equipment. May operate hand saw, mortiser, drill press, wood lathe and related woodworking equipment. LEVEL: Lead/Advanced (Production/Manual Labor) (W4). ALIGNS WITH: Global Grades 07 and 08. Has advanced skills, typically gained through a combination of job-related training and considerable work experience. May act as a lead, coordinating the work of others, but is not a supervisor. Works autonomously within established procedures and practices. Has developed a specialized level of skill to perform assigned tasks. Global Grade 08 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Supports the delivery of new solutions to complex problems where precedent may not exist. Global Grade 07 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. May support the development of solutions to complex problems of a recurring nature.			0.5	1

Figure 151: CSU Benchmark Job Market Pricing Details – Lead Custodian (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Lead Custodian	CompData Benchmark Pro - National - January, 2021	Organizes special event/room set-ups. Tracks and maintains janitorial supply inventory. Responsible for locking/unlocking facility and arming/disarming alarm system. May train other custodians how to properly and safely complete janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas. High school education required and two years experience. JOB FAMILY: Facilities Maintenance.		0.13	1
Lead Custodian	CompData Colleges & Universities - January, 2021	Organizes special event/room set-ups. Tracks and maintains janitorial supply inventory. Responsible for locking/unlocking facility and arming/disarming alarm system. May train other custodians how to properly and safely complete janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas. High school education required and two years experience. JOB FAMILY: Facilities Maintenance.		0.25	1
Lead Custodian	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs housekeeping and janitorial duties to maintain offices, patient or guest rooms, restrooms, and public areas in clean and orderly condition. Mixes own cleaning solutions to appropriate strength. Removes trash from offices and other work areas. May assist other service personnel with minor repairs. Follows established routine.	+10% for level	0.25	1.1
Lead Custodian	Mercer Benchmark - United States, 2021	Custodial/Cleaning performs custodial and cleaning work including: Dusting furniture, walls, fixtures, or equipment; cleaning/waxing floors, and cleaning common area kitchens and rest rooms. Operating cleaning equipment (e.g., steam cleaners, floor polishers). Collecting and disposing of garbage and recycling according to sanitation and operational standards. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitization of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1

Figure 151: CSU Benchmark Job Market Pricing Details – Lead Custodian (2 of 2)

Lead Custodian	Mercer Benchmark - United States, 2021	Custodial/Cleaning performs custodial and cleaning work including: Dusting furniture, walls, fixtures, or equipment; cleaning/waxing floors, and cleaning common area kitchens and rest rooms. Operating cleaning equipment (e.g., steam cleaners, floor polishers). Collecting and disposing of garbage and recycling according to sanitation and operational standards. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitation of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.	0.13	1
Lead Custodian	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs maintenance and custodial duties in office, manufacturing and rest areas, maintaining premises in a clean and orderly manner. Operates commonly used types of power cleaning and polishing equipment. Performs custodial tasks such as sweeping, mopping and waxing floors; dusting and polishing woodwork, fixtures and equipment; washing windows, walls and lavatory facilities. May perform minor preventative maintenance tasks on equipment, machinery equipment and systems such as lubrication, cleaning, filter change and the like. Assists in the movement and relocation of furniture, equipment and machinery as required. May provide work leadership to lower level custodians. EDUCATION AND EXPERIENCE: At least 1 year previous work experience is normally required.	0	1
Lead Custodian	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs maintenance and custodial duties in office, manufacturing and rest areas, maintaining premises in a clean and orderly manner. Operates commonly used types of power cleaning and polishing equipment. Performs custodial tasks such as sweeping, mopping and waxing floors; dusting and polishing woodwork, fixtures and equipment; washing windows, walls and lavatory facilities. May perform minor preventative maintenance tasks on equipment, machinery equipment and systems such as lubrication, cleaning, filter change and the like. Assists in the movement and relocation of furniture, equipment and machinery as required. May provide work leadership to lower level custodians. EDUCATION AND EXPERIENCE: At least 1 year previous work experience is normally required.	0.13	1
Lead Custodian	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs miscellaneous manual labor activities (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, heavy lifting and moving materials, making minor repairs, mowing lawns and shoveling snow). Performs janitorial activities, such as cleaning, dusting, washing windows, moving and polishing furniture and equipment. LEVEL: Intermediate (Production/Manual Labor) (W2). ALIGNS WITH: Global Grades 04 and 05. Has skills developed through formal training or work experience. Works within established procedures and guidelines with limited ability to modify methods and approach. Completes assigned tasks with a moderate degree of supervision. Global Grade 05 Differentiators: Performs the full range of established procedures, and will typically be considered skilled through work experience. Resolves routine issues without supervisory approval. Global Grade 04 Differentiators: Performs most established procedures and will typically be considered semi-skilled through work experience. Resolves routine issues with senior staff or supervisory guidance and approval.	0.13	1

Figure 152: CSU Benchmark Job Market Pricing Details – Lead Groundsworker

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Lead Groundsworker	CompData Benchmark Pro - National - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+10% for Level	0.16	1.1
Lead Groundsworker	CompData Colleges & Universities - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+10% for Level	0.25	1.1
Lead Groundsworker	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates groundskeepers in the maintenance of grounds, athletic fields, and surrounding external areas. May help train new workers. Serves as a mentor for less-experienced team members. Reports supervisors under 800000 in Professionals Survey, whether exempt or non-exempt.		0.25	1
Lead Groundsworker	Mercer Benchmark - United States, 2021	Groundskeeping work is a specialized type of facilities maintenance focused on maintaining the grounds of buildings/industrial facilities including: Performing a combination of cutting lawns, trimming and edging around walks, flower beds, and walls; pruning shrubs and trees, spraying lawns, shrubs, and trees; raking up leaves and litter; planting grass, flowers, trees, and shrubs; watering lawns and shrubs; cleaning out drainage ditches and culverts. Removing snow from pedestrian and vehicle areas and may perform minor maintenance on roads, curbs, sidewalks, and storm drains. Mixing and applying pest control material in accordance with government regulations. May operate tractors equipped with attachments such as mower, fertilizer spreader, and lawn roller. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitation of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.		0.17	1
Lead Groundsworker	WTW Health Care Middle Management, Professional and Support, 2021	Maintains grounds through one or more of the following: sod laying, mowing, trimming, planting, watering, trimming, fertilizing, digging, raking and/or sprinkler installation. Maintains sidewalks, driveways, parking lots, fountains, planters, etc., in clean and orderly condition. Landscapes new ground areas and repairs damaged ground areas. Decorates gardens with plants, stones and water displays. LEVEL: Lead/Advanced (W4). ALIGNS WITH: Global Grades 07 and 08. Has advanced skills, typically gained through a combination of job-related training and considerable work experience. May act as a lead, coordinating the work of others, but is not a supervisor. Works autonomously within established procedures and practices. Has developed a specialized level of skill to perform assigned tasks. Global Grade 08 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Supports the delivery of new solutions complex problems where precedent may not exist. Global Grade 07 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. May support the development of solutions to complex problems of a recurring nature.		0.17	1

Figure 153: CSU Benchmark Job Market Pricing Details – Library Services Specialist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Library Services Specialist II	CompData Colleges & Universities - January, 2021	Performs a variety of technical and clerical library work related to such activities as cataloging, circulation, acquisitions, and assisting patrons. Maintains adequate records for inventory regarding use of materials and resources and prepares materials for circulation. Assists patrons with locating books or other library materials, reviews customer accounts, and collects overdue fines. Processes damaged items and prepares associated bills. High school education or equivalent preferred. JOB FAMILY: Library and Media Services.	+10% for level	0.25	1.1
Library Services Specialist II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides technical library support as it relates to library catalogs, databases, and indexes and answers questions that require basic library science knowledge and consultation.		0.25	1
Library Services Specialist II	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Library Services Specialist II	ERI Salary Assessor (CSULAX), 2021	No Description	Weighted pub	0.25	1
Library Services Specialist II	Western Management Group EduComp (CSULAX), 2021	Under general supervision, performs specialized clerical, technical, or public service duties. Responsible for a complex sequence of tasks within a particular functional area requiring an in-depth knowledge of library practices and procedures, facility with automated library systems, and an ability to identify and resolve non-routine problems. May assist in training and supervising lower level Library Assistants and/or student employees. May supervise hourly employees and oversee the day-to-day operations of a small unit or after hours operations. May assist in training and direct the work of student employees. Education and Experience: High school graduate and 1 - 2 years of library experience required. Exposure to automated library systems preferred.		0	1
Library Services Specialist II	Western Management Group EduComp (CSULAX), 2021	Under general supervision, performs specialized clerical, technical, or public service duties. Responsible for a complex sequence of tasks within a particular functional area requiring an in-depth knowledge of library practices and procedures, facility with automated library systems, and an ability to identify and resolve non-routine problems. May assist in training and supervising lower level Library Assistants and/or student employees. May supervise hourly employees and oversee the day-to-day operations of a small unit or after hours operations. May assist in training and direct the work of student employees. Education and Experience: High school graduate and 1 - 2 years of library experience required. Exposure to automated library systems preferred.		0.25	1

Figure 154: CSU Benchmark Job Market Pricing Details – Library Services Specialist III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Library Services Specialist III	CompData Colleges & Universities - January, 2021	Assists in planning, organizing, and directing library circulation services. Coordinates activities of circulation library staff including training, scheduling, evaluating, and overseeing back office operations. Assists in writing circulation policies and procedures and explaining them to the public and staff. High school education or equivalent required and two years experience. JOB FAMILY: Library and Media Services.		0.13	0.9
Library Services Specialist III	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides technical library support as it relates to library catalogs, databases, and indexes and answers questions that require basic library science knowledge and consultation.		0.13	1.1
Library Services Specialist III	ERI Salary Assessor (CSULAX), 2021	No Description		0	1.1
Library Services Specialist III	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Level	0.25	1.1
Library Services Specialist III	Western Management Group EduComp (CSULAX), 2021	Under general supervision, performs skilled library duties at the paraprofessional level requiring an understanding of library-wide practices and procedures as well as a specialized knowledge of a specific library functional area. Accesses, edits and/or inputs data to various automated library databases for the purpose of processing, retrieving and/or maintaining information within a specific functional area (e.g., acquisitions, circulation, cataloging or reference). May train and direct the work of lower level Library Assistants and/or student employees, and manage the operations of a small unit or after hours operations by overseeing daily operations and updating and maintaining facilities and equipment. May be responsible for opening and closing facility. Report facility or safety issues to higher level assistants or supervisor. Education and Experience: High school graduate with 3 - 5 years of library experience and facility with an automated library system required. College degree and knowledge of foreign language(s) maybe required.	Higher Weight	0.5	1

Figure 155: CSU Benchmark Job Market Pricing Details – Library Services Specialist IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Library Services Specialist IV	CompData Colleges & Universities - January, 2021	Assists in planning, organizing, and directing library circulation services. Coordinates activities of circulation library staff including training, scheduling, evaluating, and overseeing back office operations. Assists in writing circulation policies and procedures and explaining them to the public and staff. High school education or equivalent required and two years experience. JOB FAMILY: Library and Media Services.		0.13	1
Library Services Specialist IV	CUPA Staff in Higher Education (CSULAX), 2020-2021	Provides technical library support as it relates to library catalogs, databases, and indexes and answers questions that require basic library science knowledge and consultation.	+20% for level	0.13	1.2
Library Services Specialist IV	ERI Salary Assessor (CSULAX), 2021	No Description	+20% for Level	0.25	1.2
Library Services Specialist IV	ERI Salary Assessor (CSULAX), 2021	No Description	+20% for Level	0	1.2
Library Services Specialist IV	Western Management Group EduComp (CSULAX), 2021	Under minimal supervision, performs highly skilled library duties at the paraprofessional level requiring an understanding of library-wide practices and procedures as well as a specialized knowledge of a specific library functional area. Accesses, edits and/or inputs data to various automated library databases for the purpose of creating, processing, retrieving and/or maintaining information within a specific functional area (e.g., acquisitions, circulation, cataloging or reference). May supervise lower level Library Assistants and/or student employees. May train and direct the work of lower level Library Assistants and/or student employees, and manage the operations of a small unit or after hours operations by overseeing daily operations and updating and maintaining facilities and equipment. May be responsible for opening and closing facility. Troubleshoots facility or safety issues and contacts appropriate Institute personnel, reports more serious issues to supervisor. This is the highest level non-exempt Library Assistant position. Education and Experience: High school graduate with 5 or more years of library experience and facility with an automated library system required. College degree and knowledge of foreign language(s) and/or subject matter expertise may be required.		0	1
Library Services Specialist IV	Western Management Group EduComp (CSULAX), 2021	Under minimal supervision, performs highly skilled library duties at the paraprofessional level requiring an understanding of library-wide practices and procedures as well as a specialized knowledge of a specific library functional area. Accesses, edits and/or inputs data to various automated library databases for the purpose of creating, processing, retrieving and/or maintaining information within a specific functional area (e.g., acquisitions, circulation, cataloging or reference). May supervise lower level Library Assistants and/or student employees. May train and direct the work of lower level Library Assistants and/or student employees, and manage the operations of a small unit or after hours operations by overseeing daily operations and updating and maintaining facilities and equipment. May be responsible for opening and closing facility. Troubleshoots facility or safety issues and contacts appropriate Institute personnel, reports more serious issues to supervisor. This is the highest level non-exempt Library Assistant position. Education and Experience: High school graduate with 5 or more years of library experience and facility with an automated library system required. College degree and knowledge of foreign language(s) and/or subject matter expertise may be required.	Higher weight	0.5	1

Figure 156: CSU Benchmark Job Market Pricing Details – Licensed Vocation Nurse II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Licensed Vocation Nurse II	CompData Health Care - National - January, 2021	Performs routine patient care services under supervision of a registered nurse. Performs less skilled nursing duties. Must be licensed and I.V. certified. JOB FAMILY: Nursing.	+10% for Level	0.25	1.1
Licensed Vocation Nurse II	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Licensed Vocation Nurse II	ERI Salary Assessor (CSULAX), 2021	No Description		0.25	1
Licensed Vocation Nurse II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Under the direction of a registered nurse or team leader, provides general nursing care to patients. May include interviewing patients, giving medications, starting IVs, giving injections, monitoring patients. Requires LPN or LVN license. FAMILY: Nursing.		0	1
Licensed Vocation Nurse II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Under the direction of a registered nurse or team leader, provides general nursing care to patients. May include interviewing patients, giving medications, starting IVs, giving injections, monitoring patients. Requires LPN or LVN license. FAMILY: Nursing.		0.25	1
Licensed Vocation Nurse II	WTW Health Care Middle Management, Professional and Support, 2021	Performs assigned nursing procedures for the comfort and well-being of patients in health care organizations (e.g., hospitals, clinics, private homes, sanitariums, nursing homes and other similar institutions). LEVEL: Intermediate (N2). ALIGNS WITH: Has working knowledge and experience in own discipline and broadens capabilities. Continues to build knowledge of the organization, processes and customers. Performs a range of straightforward assignments related to discipline. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. In a clinical nursing environment typically a staff nurse graduate who demonstrates clinical nursing competencies and provides effective outcome-focused care to patients whose degree of care may vary in complexity.		0.25	1

Figure 157: CSU Benchmark Job Market Pricing Details – Light Automotive Equipment Operation

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Light Automotive Equipment Operation	CompData Benchmark Pro - National - January, 2021	Operates a variety of light motor equipment, machinery, and tools on projects including the construction, maintenance, and/or repair of streets, bridges, commercial, or residential grounds. Transports construction equipment and machinery to and from work sites. Perform pre-shift inspections of trucks, routine lubrication and maintenance of equipment, and manual labor as needed. High school education or equivalent and valid Class CDL required, and one year experience. JOB FAMILY: Construction.		0	1
Light Automotive Equipment Operation	CompData Colleges & Universities - January, 2021	Operates a variety of light motor equipment, machinery, and tools on projects including the construction, maintenance, and/or repair of streets, bridges, commercial, or residential grounds. Transports construction equipment and machinery to and from work sites. Perform pre-shift inspections of trucks, routine lubrication and maintenance of equipment, and manual labor as needed. High school education or equivalent and valid Class CDL required, and one year experience. JOB FAMILY: Construction.		0.25	1
Light Automotive Equipment Operation	CUPA Staff in Higher Education (CSU LAX), 2020-2021	Operates a variety of light motor equipment, machinery, and tools on projects including the construction, maintenance, and repair of streets, commercial, or residential grounds.		0.25	1
Light Automotive Equipment Operation	Mercer Benchmark - United States, 2021	Drives light passenger vehicles, vans, pickup trucks, etc. to transport passengers, materials, merchandise, or equipment within an industrial area including: Performing miscellaneous errands such as carrying mail to and from post office and acting as chauffeur or courier. Coordinating the loading or unloading of trucks. Preparing receipts and verifying orders. May collect payment for deliveries. Cleaning and servicing vehicles and performing minor preventive maintenance. Commercial Driver's License not required. FAMILY: Transportation Services. This job family provides services involved in the physical movement of passengers (human and animal) and mail, packages, goods, etc. from one place to another. Movement can occur via road, rail, air, or water. Activities include general transportation operations, messenger/courier services, drivers, crew operations, planning, scheduling, and controlling activities associated with transport, cargo management, and training. Positions ancillary to the associated infrastructure, e.g., airports, railways, seaports, used in movement are also included. SUBFAMILY: Road Transportation. Positions in this sub-family are responsible for the transport of people, animals, and/or goods via vehicles that run over the road, including: Messengers/couriers. Drivers/chauffeurs who transport company employees. Light/heavy truck delivery drivers, special freight truck drivers, and bus drivers. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency. Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Light Automotive Equipment Operation	Mercer Benchmark - United States, 2021	Drives light passenger vehicles, vans, pickup trucks, etc. to transport passengers, materials, merchandise, or equipment within an industrial area including: Performing miscellaneous errands such as carrying mail to and from post office and acting as chauffeur or courier. Coordinating the loading or unloading of trucks. Preparing receipts and verifying orders. May collect payment for deliveries. Cleaning and servicing vehicles and performing minor preventive maintenance. Commercial Driver's License not required. FAMILY: Transportation Services. This job family provides services involved in the physical movement of passengers (human and animal) and mail, packages, goods, etc. from one place to another. Movement can occur via road, rail, air, or water. Activities include general transportation operations, messenger/courier services, drivers, crew operations, planning, scheduling, and controlling activities associated with transport, cargo management, and training. Positions ancillary to the associated infrastructure, e.g., airports, railways, seaports, used in movement are also included. SUBFAMILY: Road Transportation. Positions in this sub-family are responsible for the transport of people, animals, and/or goods via vehicles that run over the road, including: Messengers/couriers. Drivers/chauffeurs who transport company employees. Light/heavy truck delivery drivers, special freight truck drivers, and bus drivers. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency. Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.25	1
Light Automotive Equipment Operation	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Operates light trucks, vans or similar vehicles to pick up and deliver products, supplies and equipment to and from organization, supplier and customer sites. Actions may involve complex pickups and deliveries, e.g., night deliveries, international travel, transport of dangerous and hazardous products. LEVEL: Intermediate (Production/Manual Labor) (V2). ALIGNS WITH: Global Grades 04 and 05. Has skills developed through formal training or work experience. Works within established procedures and guidelines with limited ability to modify methods and approach. Completes assigned tasks with a moderate degree of supervision. Global Grade 05 Differentiators: Performs the full range of established procedures, and will typically be considered skilled through work experience. Resolves routine issues without supervisory approval. Global Grade 04 Differentiators: Performs most established procedures and will typically be considered semi-skilled through work experience. Resolves routine issues with senior staff or supervisory guidance and approval.		0.25	1

Figure 158: CSU Benchmark Job Market Pricing Details – Livestock Technician II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Livestock Technician II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Feeds, waters, grooms, bathes, exercises, or otherwise cares for animals, such as mice colonies, fish, birds, cats, dogs, cattle, horses, or zoo animals. May keep records of feedings, treatments, and animals received or discharged. May clean, disinfect, and repair cages or pens. Excludes Veterinary Technicians.	+10% for Level	0.5	1.5
Livestock Technician II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, performs duties related to the care and maintenance of experimental animals. Feeds and cares for animals, cleans cages and holds animals for treatment by laboratory technicians. Assists researchers or technicians in experimental and/or surgical procedures. May euthanize experimental animals. Observes animals and the animal room environment and reports any abnormal findings to the attending veterinarian. Maintains daily inventory and animal identification records. Ensures adherence to regulatory standards. EDUCATION AND EXPERIENCE: High School diploma or equivalent, and 2 years of experience at an accredited animal facility. Associate's Degree in animal science is desirable.		0.5	1

Figure 159: CSU Benchmark Job Market Pricing Details – Locksmith

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Locksmith	CUPA Staff in Higher Education (CSULAX), 2020-2021	Repair and open locks; make keys; change locks and safe combinations; and install and repair safes.		0	1
NEW - Locksmith	Mercer Benchmark - United States, 2021	Responsible for the installation, repair, maintenance, service and inspection of locks and locking devices. May cut metal keys and/or produce mechanical and electronic keys. Responsible for key security and inventory including documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Locksmith	Mercer Benchmark - United States, 2021	Responsible for the installation, repair, maintenance, service and inspection of locks and locking devices. May cut metal keys and/or produce mechanical and electronic keys. Responsible for key security and inventory including documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipments such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		1	1

Figure 160: CSU Benchmark Job Market Pricing Details – Marketing Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Marketing Professional II	CompData Benchmark Pro - National - January, 2021	Performs market research and develops marketing strategies focused at meeting sales and/or market share goals. Determines the most effective market research methods to track demographic trends and market demands. Conducts market research, analyzes results, and develops marketing strategies based on findings. Works with advertising, customer relations and other areas of the organization to track effectiveness of existing marketing programs. May participate in developing new products and services, and determining new markets. Bachelor's degree required and two years experience. JOB FAMILY: Marketing and Communications.		0.33	1
Marketing Professional II	Merced Benchmark - United States, 2021	Manages or performs work across multiple Marketing sub-families including: Product/Brand Marketing: Defining targeted customer segments and associated messaging. Developing marketing strategies and plans. Product/Brand Management (P&L Accountability): Analyzing markets to identify opportunities, determine product requirements, and inform marketing strategies. Managing the product/brand. P&L Advertising & Promotion: Creating or coordinating the production and distribution of advertising and promotional materials. Marketing Research & Analysis: Gathering and analyzing marketplace trends and customer data. Specialization Match Note: Para-Professional incumbents perform basic editing of marketing proposals, presentation, and communication materials; compile and maintain data on status and effectiveness of marketing campaigns and tactics; conduct routine research on marketplace and customer trends. FAMILY: Sales, Marketing & Product Management. This job family runs the sales and marketing activities of the organization, including representing the organization to promote and sell its products and services to individuals or other organizations, and supporting business growth by disseminating information that promotes a favorable view of the organization and its products and services. Activities include developing and implementing sales strategies; identifying potential customers; managing existing customer relationships; monitoring customer and competitor activity and industry trends; sales training; market research, pricing, sales and merchandising activities; business development activities; sales operations and administration; and developing and implementing advertising and publicity campaigns. SUBFAMILY: Marketing Generalists. Positions in this sub-family are responsible for advancing business growth by disseminating information that promotes a favorable view of the organization and its products and services. Activities include: Developing and implementing advertising/promotional campaigns. Conducting market research and identifying and predicting current and future consumer trends. Product management, including P&L activity and advertising R. O. I. (Return on Investment) analysis. Product planning & development. Promotional materials creation and distribution. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	-10% for Duties	0	0.9
Marketing Professional II	Merced Benchmark - United States, 2021	Manages or performs work across multiple Marketing sub-families including: Product/Brand Marketing: Defining targeted customer segments and associated messaging. Developing marketing strategies and plans. Product/Brand Management (P&L Accountability): Analyzing markets to identify opportunities, determine product requirements, and inform marketing strategies. Managing the product/brand. P&L Advertising & Promotion: Creating or coordinating the production and distribution of advertising and promotional materials. Marketing Research & Analysis: Gathering and analyzing marketplace trends and customer data. Specialization Match Note: Para-Professional incumbents perform basic editing of marketing proposals, presentation, and communication materials; compile and maintain data on status and effectiveness of marketing campaigns and tactics; conduct routine research on marketplace and customer trends. FAMILY: Sales, Marketing & Product Management. This job family runs the sales and marketing activities of the organization, including representing the organization to promote and sell its products and services to individuals or other organizations, and supporting business growth by disseminating information that promotes a favorable view of the organization and its products and services. Activities include developing and implementing sales strategies; identifying potential customers; managing existing customer relationships; monitoring customer and competitor activity and industry trends; sales training; market research, pricing, sales and merchandising activities; business development activities; sales operations and administration; and developing and implementing advertising and publicity campaigns. SUBFAMILY: Marketing Generalists. Positions in this sub-family are responsible for advancing business growth by disseminating information that promotes a favorable view of the organization and its products and services. Activities include: Developing and implementing advertising/promotional campaigns. Conducting market research and identifying and predicting current and future consumer trends. Product management, including P&L activity and advertising R. O. I. (Return on Investment) analysis. Product planning & development. Promotional materials creation and distribution. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	-10% for Duties	0.34	0.9
Marketing Professional II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Designs, develops and implements marketing programs and/or pricing strategies to support the organization's products, services or market sector. Uses specific marketing strategies and media (e.g., print, broadcast, digital) to launch and position products and services in a sector. Identifies and implements marketing strategies and programs in collaboration with sales and technical teams. Responsibilities are within the Marketing Function as a generalist or in a combination of Disciplines. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	-10% for Duties	0.33	0.9

Figure 161: CSU Benchmark Job Market Pricing Details – Medical Assistant

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Medical Assistant	CompData Health Care - National - January, 2021	Collects vital signs and patient history, collects specimens and performs basic laboratory tests, administers injections and medications as directed by physician in addition to other clinical tasks. Administrative duties include ordering supplies, updating/maintaining medical records and scheduling appointments. CMA and CPR certification required and three years experience. JOB FAMILY: Nursing.		0.5	1
Medical Assistant	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Medical Assistant	ERI Salary Assessor (CSULAX), 2021	No Description		0.5	1

Figure 162: CSU Benchmark Job Market Pricing Details – Metal Worker (1 of 2)

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Metal Worker	CUPA Staff in Higher Education (CSULAX), 2020-2021	Fabricate, assemble, install, and repair sheet metal products and equipment. May set up and operate fabricating machines to cut, bend, and straighten sheet metal.		0	1
NEW - Metal Worker	CUPA Staff in Higher Education (CSULAX), 2020-2021	Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.		0	1
NEW - Metal Worker	Mercer Benchmark - United States, 2021	Metalworking Operations focuses on the operation of machine tools that cut, shape, and form metal including: Setting up and operating light-duty bench- or foot-type machine tools and equipment such as small lathes, power mills, extruding machines, drills, punch presses, brakes, shears, and saws to perform various metalworking operations. Setting up, adjusting, and performing routine maintenance on machine tools. Checking work using prescribed gauges, jigs, and fixtures to measure against prescribed tolerances. May enter numeric control instructions specified by more senior machinists. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Machine Operations. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for set-up, calibration, and operation of machines used in production processes including: Precision tool and part making and repair typically performed in a machine shop environment. Computer Numeric Control (CNC) machine tool programming. Coordinate Measuring Machine (CMM) machine tool programming. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Metal Worker	Mercer Benchmark - United States, 2021	Metalworking Operations focuses on the operation of machine tools that cut, shape, and form metal including: Setting up and operating light-duty bench- or foot-type machine tools and equipment such as small lathes, power mills, extruding machines, drills, punch presses, brakes, shears, and saws to perform various metalworking operations. Setting up, adjusting, and performing routine maintenance on machine tools. Checking work using prescribed gauges, jigs, and fixtures to measure against prescribed tolerances. May enter numeric control instructions specified by more senior machinists. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Machine Operations. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for set-up, calibration, and operation of machines used in production processes including: Precision tool and part making and repair typically performed in a machine shop environment. Computer Numeric Control (CNC) machine tool programming. Coordinate Measuring Machine (CMM) machine tool programming. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1
NEW - Metal Worker	Mercer Benchmark - United States, 2021	Repair & Maintenance Welding work focuses on repairing and maintaining equipment, structures, and fixtures by applying heat to bond/fuse metal surfaces or parts together including: Using hand welding and flame cutting equipment such as arc welders, gas welders, and gas torches to assemble metal components into parts for equipment. Maintaining and repairing manufacturing production equipment, structures, pipe systems, and ductwork. Inspecting existing weldments to identify areas of weakness. May also use welding equipment to perform metal cutting/trimming work or fabricate simple fixtures. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Metal Worker	Mercer Benchmark - United States, 2021	Repair & Maintenance Welding work focuses on repairing and maintaining equipment, structures, and fixtures by applying heat to bond/fuse metal surfaces or parts together including: Using hand welding and flame cutting equipment such as arc welders, gas welders, and gas torches to assemble metal components into parts for equipment. Maintaining and repairing manufacturing production equipment, structures, pipe systems, and ductwork. Inspecting existing weldments to identify areas of weakness. May also use welding equipment to perform metal cutting/trimming work or fabricate simple fixtures. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1

Figure 162: CSU Benchmark Job Market Pricing Details – Metal Worker (2 of 2)

NEW - Metal Worker	Western Management Group CompBase - Summer (CSULAX), 2021	Under general direction, plans and performs welding assignments to build a variety of subassemblies. Works from blueprints, drawings and verbal instructions to perform welding operations. Plans and lays out work, developing fixtures as required. Uses a variety of welding processes such as heliarc welding, arc welding, gas welding, brazing, silver soldering and soft soldering to join metals such as aluminum, steel, copper and brass. Performs layout operations, develops fixtures for one-of-a-kind units, and may select optimum welding process. Inspects work up on completion. May perform related work such as flame cutting, bending, forming, beveling, notching and template or fixture making. Utilizes a variety of standard shop hand tools, measuring devices and equipment. May provide work leadership to others. EDUCATION AND EXPERIENCE: Ability to read, write and perform required shop mathematics, and 4 years of production welding operations. This is the fully qualified and experienced working level.		0	1
NEW - Metal Worker	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Welds all types of commonly used metals and alloys of various sizes, shapes and thicknesses, including dissimilar metals such as copper to steel. Operates various hand-welding, flame-cutting, hand-soldering or brazing equipment to weld or join metal components or to fill holes, indentations or seams of fabricated metal products. May set up, operate and/or tend to robots that weld, braze, solder or heat treat metal products, components or assemblies. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of typical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0.5	1

Figure 163: CSU Benchmark Job Market Pricing Details – Network Analyst II (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Network Analyst II	CompData Benchmark Pro - National - January, 2021	Monitors the status of the network to ensure that all devices are working properly. Administers e-mail system. Evaluates network performance to maintain standards and corrects as necessary. Installs upgrades, receives calls pertaining to network problems and either corrects the problem or directs user to the appropriate area for resolution. Provides tape backup. Maintains network security including registering users and installing firewalls. Bachelor's degree required or equivalent experience. JOB FAMILY: Information Systems.		0	1
Network Analyst II	CompData Colleges & Universities - January, 2021	Monitors the status of the network to ensure that all devices are working properly. Administers e-mail system. Evaluates network performance to maintain standards and corrects as necessary. Installs upgrades, receives calls pertaining to network problems and either corrects the problem or directs user to the appropriate area for resolution. Provides tape backup. Maintains network security including registering users and installing firewalls. Bachelor's degree required or equivalent experience. JOB FAMILY: Information Systems.		0.25	1
Network Analyst II	Mercer Benchmark - United States, 2021	IT Telecommunications Network Analysis & Planning work focuses on data & voice transmission network planning including: Evaluating existing network systems and planning long-term strategies to ensure network capacity meets current and future network requirements. Conducting feasibility studies on strategic and tactical plans. Performing complex technical analysis of software, hardware, and network systems, systems engineering for front-end processors, multiplexors, LAN/WAN communications, network nodes, switches, and various transmission systems. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Business Systems Analysts. Positions in this sub-family are responsible for managing or performing work associated with IT business analysis including: Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives. Making recommendations for solutions or improvements to business processes that can be accomplished through new technology or alternative uses of existing technology. Translating business requirements into application requirements. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Network Analyst II	Mercer Benchmark - United States, 2021	IT Telecommunications Network Analysis & Planning work focuses on data & voice transmission network planning including: Evaluating existing network systems and planning long-term strategies to ensure network capacity meets current and future network requirements. Conducting feasibility studies on strategic and tactical plans. Performing complex technical analysis of software, hardware, and network systems, systems engineering for front-end processors, multiplexors, LAN/WAN communications, network nodes, switches, and various transmission systems. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Business Systems Analysts. Positions in this sub-family are responsible for managing or performing work associated with IT business analysis including: Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives. Making recommendations for solutions or improvements to business processes that can be accomplished through new technology or alternative uses of existing technology. Translating business requirements into application requirements. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.06	1
Network Analyst II	Mercer Benchmark - United States, 2021	Performs assessments of systems and networks within the networking environment or enclave and identifies systems and networks that deviate from acceptable configurations, enclave policy, or local policy. Evaluates incident response procedures and capabilities. Exploits system and network vulnerabilities and misconfigurations for purposes of gathering data from target or adversary automated information systems or networks and to enable operations and intelligence collection capabilities. Leverages computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Security. Positions in this sub-family are responsible for managing or performing work associated with developing, communicating, implementing, enforcing and monitoring security controls to protect the organization's technology assets from intentional or inadvertent modification, disclosure or destruction including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.06	1

Figure 163: CSU Benchmark Job Market Pricing Details – Network Analyst II (2 of 2)

Network Analyst II	Mercer Benchmark - United States, 2021	Responsible for developing and managing network security systems. Assesses the potential risk and opportunities of vulnerability in networks. Implements network security policies, procedures, and systems. Ensures network security access and protects against unauthorized access, modification, or destruction. Keeps up-to-date on current and emerging trends in the area of network security systems. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunication network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Security. Positions in this sub-family are responsible for managing or performing work associated with developing, communicating, implementing, enforcing and monitoring security controls to protect the organization's technology assets from intentional or inadvertent modification, disclosure or destruction including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency. Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	0.06	1
Network Analyst II	Western Management Group EduComp (CSULAX), 2021	Responsible for handling the more complex networks systems and problems. Monitors, troubleshoots and maintains network (both LAN and WAN) multiplexers, hubs and routers, and uses remote monitoring tools. Installs new workstations and other devices, removes individuals from the list of authorized users, archives files, oversees password protection and other security measures. Assists in selecting and implementing network management applications for Internet components. Education and Experience: Bachelor degree in Computer Science, a related field, or equivalent experience, and 3 - 5 years of experience.	0	1
Network Analyst II	Western Management Group EduComp (CSULAX), 2021	Responsible for handling the more complex networks systems and problems. Monitors, troubleshoots and maintains network (both LAN and WAN) multiplexers, hubs and routers, and uses remote monitoring tools. Installs new workstations and other devices, removes individuals from the list of authorized users, archives files, oversees password protection and other security measures. Assists in selecting and implementing network management applications for Internet components. Education and Experience: Bachelor degree in Computer Science, a related field, or equivalent experience, and 3 - 5 years of experience.	0.25	1
Network Analyst II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Provides technical expertise in the management of a public and/or private network; tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers. Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades. Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations. Monitors data traffic and controls network resource performance to ensure high-quality transmission. Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	0.25	1

Figure 164: CSU Benchmark Job Market Pricing Details – Network Analyst III (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Network Analyst III	CompData Benchmark Pro - National - January, 2021	Monitors the status of the network to ensure that all devices are working properly. Administers e-mail system. Evaluates network performance to maintain standards and corrects as necessary. Installs upgrades, receives calls pertaining to network problems and either corrects the problem or directs user to the appropriate area for resolution. Provides tape backup. Maintains network security including registering users and installing firewalls. Bachelor's degree required or equivalent experience. JOB FAMILY: Information Systems.	+10% for Level	0.25	1.1
Network Analyst III	CompData Colleges & Universities - January, 2021	Monitors the status of the network to ensure that all devices are working properly. Administers e-mail system. Evaluates network performance to maintain standards and corrects as necessary. Installs upgrades, receives calls pertaining to network problems and either corrects the problem or directs user to the appropriate area for resolution. Provides tape backup. Maintains network security including registering users and installing firewalls. Bachelor's degree required or equivalent experience. JOB FAMILY: Information Systems.	+10% for Level	0.25	1.1
Network Analyst III	Mercer Benchmark - United States, 2021	Performs assessments of systems and networks within the networking environment or enclave and identifies systems and networks that deviate from acceptable configurations, enclave policy, or local policy. Evaluates incident response procedures and capabilities. Exploits system and network vulnerabilities and misconfigurations for purposes of gathering data from target or adversary automated information systems or networks and to enable operations and intelligence collection capabilities. Leverages computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunication network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Security. Positions in this sub-family are responsible for managing or performing work associated with developing, communicating, implementing, enforcing and monitoring security controls to protect the organization's technology assets from intentional or inadvertent modification, disclosure or destruction including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1

Figure 164: CSU Benchmark Job Market Pricing Details – Network Analyst III (2 of 2)

Network Analyst III	Mercer Benchmark - United States, 2021	Performs assessments of systems and networks within the networking environment or enclave and identifies systems and networks that deviate from acceptable configurations, enclave policy, or local policy. Evaluates incident response procedures and capabilities. Exploits system and network vulnerabilities and misconfigurations for purposes of gathering data from target or adversary automated information systems or networks and to enable operations and intelligence collection capabilities. Leverages computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Security. Positions in this sub-family are responsible for managing or performing work associated with developing, communicating, implementing, enforcing and monitoring security controls to protect the organization's technology assets from intentional or inadvertent modification, disclosure or destruction including: Designing, testing, and implementing secure operating systems, networks, and databases. Password auditing, network based and Web application based vulnerability scanning, virus management and intrusion detection. Conducting risk audits and assessments, providing recommendations for application design. Monitoring and analyzing system access logs. Planning for security backup and system disaster recovery. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.25	1
Network Analyst III	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Provides technical expertise in the management of a public and/or private network tests and analyzes network facilities, including network control software, routers, switches, lines, modems, adapters and servers. Installs, supports and/or maintains LANs and/or WANs; evaluates and recommends networking product and software upgrades. Performs technical analyses of software, hardware and transmission facilities using various diagnostic tools in support of efficient network operations. Monitors data traffic and controls network resource performance to ensure high-quality transmission. Identifies, diagnoses and resolves technical problems related to network failure/integrity and usage of PC hardware and software. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently, Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.25	1

Figure 165: CSU Benchmark Job Market Pricing Details – Nurse Practitioner IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Nurse Practitioner IV	CompData Health Care National - January, 2021	Serves as an advanced practice nurse that provides primary level of care in collaboration with physicians and other members of the health care team to a specific patient population in the outpatient and/or the inpatient setting. Maintains an advanced knowledge base and skills in health promotion and maintenance, disease prevention, physical and psychosocial assessment, and management of health and illness in the health care of individuals. Master's degree required and three years experience. State Nurse Practitioner license and/or certification required. JOB FAMILY: Nursing.		0	1
Nurse Practitioner IV	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Provides assistance and support to physicians and other medical providers in assessing, planning, and providing patient care in a hospital. Must have completed advanced education and training in the diagnosis and management of common medical conditions and chronic illnesses. Requires certification as a Nurse Practitioner. FAMILY: Advanced Practice Nursing.		0	1
Nurse Practitioner IV	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Provides assistance and support to physicians and other medical providers in assessing, planning, and providing patient care in a hospital. Must have completed advanced education and training in the diagnosis and management of common medical conditions and chronic illnesses. Requires certification as a Nurse Practitioner. FAMILY: Advanced Practice Nursing.		0.25	1
Nurse Practitioner IV	Western Management Group EduComp (CSULAX), 2021	Provides primary health care services in a hospital, clinic and/or student health facility setting under the supervision and direction of a primary care physician in the areas of gynecology (including family planning), adult or adolescent health for students, staff, faculty and/or clinical trial subjects (patients). Responsible for the performance of tasks of a standardized nature which are complex and require considerable experience or specialized training, but which do not constitute the practice of medicine. Obtains complete medical historical data from patients. Performs physical examinations, using techniques of observation, auscultation, palpation and percussion. Discriminates in examinations between the normal variations and abnormal deviations. Considers examination findings and diagnostic test results in formulating and implementing a plan of care. Develops standards of care, patient education materials, and assists in the supervision of volunteers. Is an employee of the university/college. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Master degree in nursing, or its equivalent, and 3-5 years of primary health care experience as a nurse practitioner or physician's assistant. Current certification/registration with appropriate governmental agencies.		0.5	1
Nurse Practitioner IV	WTW Health Care Middle Management, Professional and Support, 2021	Provides total nursing care for assigned patients under the direction of a physician in a clinical or outpatient facility. Follows established nursing standards, procedures and practices, and gives patient care directions to nursing and other staff. Evaluates outcomes of direct patient care and consults with other specialists as required. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patients' ordered diagnostic and therapeutic services. Monitors and ensures accuracy of recording on patient medical records. Provides preventative health care services to long-term patients and arranges consultations and referrals. LEVEL: Career (N3). ALIGNS WITH: Has in-depth conceptual and practical knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or may have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. Level at which career may stabilize for many years or even until retirement. In a clinical nursing environment typically a senior staff nurse who provides an interdisciplinary approach to patient care service delivery across the continuum of care, taking a holistic, integrated, flexible and collaborative approach; may have national certification in a specialty.		0.25	1

Figure 166: CSU Benchmark Job Market Pricing Details – Operating Engineer

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Operating Engineer	CompData Benchmark Pro - National - January, 2021	Operates major power plant and/or auxiliary equipment, such as pumps, condensers, generators, air compressors and refrigeration equipment. Monitors control board and regulates equipment according to procedures and information obtained from recording and indicating instruments. Adjusts controls of water and cold feed systems, blowers and igniters to start up or shut down boilers. Controls operation of boiler auxiliary equipment, to ensure efficient operation of boilers. Adjusts boiler controls to provide steam at specified temperature and pressure for turbine loads according to power demands. Adjusts controls to regulate speed, voltage and phase of incoming turbines to coincide with voltage and phase of power being generated. Adjusts transformer controls to regulate flow of power between generating stations and substations. May keep records of fuel and kilowatt consumption. May instruct and direct the work activities of firemen. Associate's degree, technical apprenticeship and three years experience in power plant operations. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Operating Engineer	CompData Colleges & Universities - January, 2021	Operates major power plant and/or auxiliary equipment, such as pumps, condensers, generators, air compressors and refrigeration equipment. Monitors control board and regulates equipment according to procedures and information obtained from recording and indicating instruments. Adjusts controls of water and cold feed systems, blowers and igniters to start up or shut down boilers. Controls operation of boiler auxiliary equipment, to ensure efficient operation of boilers. Adjusts boiler controls to provide steam at specified temperature and pressure for turbine loads according to power demands. Adjusts controls to regulate speed, voltage and phase of incoming turbines to coincide with voltage and phase of power being generated. Adjusts transformer controls to regulate flow of power between generating stations and substations. May keep records of fuel and kilowatt consumption. May instruct and direct the work activities of firemen. Associate's degree, technical apprenticeship and three years experience in power plant operations. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Operating Engineer	CUPA Staff in Higher Education (CSULAX), 2020-2021	Control, operate, and maintain machinery to generate electricity. Use control boards to distribute power among generators and regulate the output from several generators. Monitor instruments to maintain voltage and electricity flows from the plant to meet consumer demand for electricity.		0	1
NEW - Operating Engineer	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
NEW - Operating Engineer	Mercer Benchmark - United States, 2021	Operates and maintains boilers, stationary steam engines, turbines, and equipment which supply electricity, steam, heat, refrigeration, air conditioning, compressed air, ventilation, or which treat water. Calibrates equipment, performs troubleshooting, and repairs/replaces defective equipment. Monitors and interprets gauges, dials, meters, and charts to ensure equipment is functioning properly. Specialization Match Note: Typically requires appropriate licensure. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know-how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craftwork. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craftwork for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associate degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		1	1

Figure 167: CSU Benchmark Job Market Pricing Details – Painter

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Painter	CompData Benchmark Pro - National - January, 2021	Applies, removes, mixes, and matches paint. Repairs, sands, patches, and tapes surfaces to prepare for painting. Uses a variety of hand tools, such as brushes, paintrollers, and sponges as well as hand power tools. Builds scaffolds to work from as necessary. Trains and mentors subordinate employees. High school education or equivalent preferred and three years experience. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Painter	CompData Colleges & Universities - January, 2021	Applies, removes, mixes, and matches paint. Repairs, sands, patches, and tapes surfaces to prepare for painting. Uses a variety of hand tools, such as brushes, paintrollers, and sponges as well as hand power tools. Builds scaffolds to work from as necessary. Trains and mentors subordinate employees. High school education or equivalent preferred and three years experience. JOB FAMILY: Facilities Maintenance.		0	1
NEW - Painter	CUPA Staffin Higher Education (CSULAX), 2020-2021	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and sprayguns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency.		0	1
NEW - Painter	Mercer Benchmark - United States, 2021	Responsible for painting various surfaces as required and in accordance with established safety procedures. Responsible for the preparation of various surfaces and the application of paints, enamels, stains, shellac, varnishes, or other finishes using brushes, sprayers, or rollers. Mixes paints and matches colors using proper proportions of pigment, oil, base, and thinner. Must utilize proper painting and finishing application procedures to ensure quality of work. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Painter	Mercer Benchmark - United States, 2021	Responsible for painting various surfaces as required and in accordance with established safety procedures. Responsible for the preparation of various surfaces and the application of paints, enamels, stains, shellac, varnishes, or other finishes using brushes, sprayers, or rollers. Mixes paint and matches colors using proper proportions of pigment, oil, base, and thinner. Must utilize proper painting and finishing application procedures to ensure quality of work. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.5	1
NEW - Painter	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Paints, varnishes, stains, enamels, lacquers and redecorates walls, woodwork and fixtures. Mixes paint and matches colors; uses brushes, sprayers or rollers to apply paint or other coatings. Removes old finishes using a scraper, chemical compounds or a blowtorch. Fills nail holes, joints and cracks in walls with plaster or other filler. LEVEL: Senior (Technical Support) (T3). ALIGNS WITH: Global Grades 07 and 08. Has full proficiency in a range of technical processes or procedures (or deep skills in a single area) through job-related training and considerable work experience. Completes a variety of atypical assignments. Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments. Works with a limited degree of supervision, with oversight focused only on complex new assignments. Acts as an informal resource for colleagues with less experience. Global Grade 08 Differentiators: Performs highly complex and varied tasks. Typically has specialized external certification. Guides and supports junior team members; may assist in their formal orientation and training. Global Grade 07 Differentiators: Performs moderately complex and varied tasks. May have specialized external certification. Guides junior team members.		0.5	1

Figure 168: CSU Benchmark Job Market Pricing Details – Parking Officer II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Parking Officer II	Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2020	Patrol assigned area, such as public parking lot or city streets to issue tickets to overtime parking violators and illegally parked vehicles.	+10% for Level	1	1.1

Figure 169: CSU Benchmark Job Market Pricing Details – Payroll Technician II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
PAYROLL TECHNICIAN II	CompData Benchmark Pro - National - January, 2021	Records, maintains, checks, and balances time cards and processes salary changes through payroll for accurate calculation of employees' pay. Compiles and calculates pay including deductions, taxes, incentive earnings, overtime, sick pay and holiday pay. Compiles and calculates special reports involving complex calculations such as employee benefits. Prepares input for automated payroll system or manual records. High school education or equivalent required and three years experience. JOB FAMILY: Accounting and Finance.		0	1
PAYROLL TECHNICIAN II	CompData Colleges & Universities - January, 2021	Records, maintains, checks, and balances time cards and processes salary changes through payroll for accurate calculation of employees' pay. Compiles and calculates pay including deductions, taxes, incentive earnings, overtime, sick pay and holiday pay. Compiles and calculates special reports involving complex calculations such as employee benefits. Prepares input for automated payroll system or manual records. High school education or equivalent required and three years experience. JOB FAMILY: Accounting and Finance.		0.25	1
PAYROLL TECHNICIAN II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Processes payroll for staff, examines employees' time cards, determines gross earnings, audits calculated wages to ensure accuracy of payroll, and makes certain taxes are deducted from each check.	+10% for level	0.25	1.1
PAYROLL TECHNICIAN II	Merger Benchmark - United States, 2021	Payroll includes work focused on designing and/or ensuring compliance with some/all of the following payroll processes including: Calculating gross and net pay amounts (e.g., salary, overtime, shift payments, sales commissions, bonuses, deferred compensation, benefits, tax withholdings, deductions, payroll liabilities, etc.). Payroll-specific records maintenance (changes in wage/salary rates; pension, insurance, mandatory deductions; new hires, terminations, leave of absence, etc.). Reconciliation of payroll records (e.g., payments, deductions, general ledger entries for wages). Payroll data verification and administration. Monitor and manage payroll legislation compliance. Answering questions from employees and supervisors regarding payroll matters. May maintain records on vacation, sick leave, etc. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Payroll. Positions in this sub-family are responsible for ensuring employees are paid accurately and timely with correct withholding and deductions. Activities include: Calculating overtime, shift payments, sales commissions and bonuses. Accounting, distributing, and preparing taxes and deductions. Maintaining payroll records. Preparing reports for management or to meet legislative obligations. Ensuring payments comply with collective bargaining agreements, legislation, or other regulatory instruments. Preparing and distributing pay information to employees. Answering questions from employees and supervisors regarding payroll matters. CAREER STREAM: Para Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
PAYROLL TECHNICIAN II	Merger Benchmark - United States, 2021	Payroll includes work focused on designing and/or ensuring compliance with some/all of the following payroll processes including: Calculating gross and net pay amounts (e.g., salary, overtime, shift payments, sales commissions, bonuses, deferred compensation, benefits, tax withholdings, deductions, payroll liabilities, etc.). Payroll-specific records maintenance (changes in wage/salary rates; pension, insurance, mandatory deductions; new hires, terminations, leave of absence, etc.). Reconciliation of payroll records (e.g., payments, deductions, general ledger entries for wages). Payroll data verification and administration. Monitor and manage payroll legislation compliance. Answering questions from employees and supervisors regarding payroll matters. May maintain records on vacation, sick leave, etc. FAMILY: Human Resources. This job family supports the management of the organization's human resources. Activities include developing human resource management strategies and policies to meet business needs; planning, administering and reviewing activities concerned with recruitment, training and development, compensation and benefits, mobility, talent acquisition, diversity, talent management & organization development and employee/labor relations. In some organizations the activities of this family may include payroll. SUBFAMILY: Payroll. Positions in this sub-family are responsible for ensuring employees are paid accurately and timely with correct withholding and deductions. Activities include: Calculating overtime, shift payments, sales commissions and bonuses. Accounting, distributing, and preparing taxes and deductions. Maintaining payroll records. Preparing reports for management or to meet legislative obligations. Ensuring payments comply with collective bargaining agreements, legislation, or other regulatory instruments. Preparing and distributing pay information to employees. Answering questions from employees and supervisors regarding payroll matters. CAREER STREAM: Para Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.17	1
PAYROLL TECHNICIAN II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision performs standard tasks related to Payroll Accounting. Record timecard entries, computes overtime, sick leave, vacation, holiday pay, termination pay, taxes, other employee deductions and the like. Prepares paychecks, or processes entries to payroll service. May distribute paychecks. Maintains records and files related to federal/state withholding taxes, FICA, credit union payments, insurance deductions, benefits and payroll deductions. May operate computer, calculator, fax or similar equipment. Excludes trainees. EDUCATION AND EXPERIENCE: Reading, writing and arithmetical skills equivalent to those obtained from completion of high school or commensurate experience. Requires a minimum of 1 year of related accounting or payroll experience. Incumbents typically possess 1-2 years of related experience. Operate 10 key by touch.		0	1
PAYROLL TECHNICIAN II	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision performs standard tasks related to Payroll Accounting. Record timecard entries, computes overtime, sick leave, vacation, holiday pay, termination pay, taxes, other employee deductions and the like. Prepares paychecks, or processes entries to payroll service. May distribute paychecks. Maintains records and files related to federal/state withholding taxes, FICA, credit union payments, insurance deductions, benefits and payroll deductions. May operate computer, calculator, fax or similar equipment. Excludes trainees. EDUCATION AND EXPERIENCE: Reading, writing and arithmetical skills equivalent to those obtained from completion of high school or commensurate experience. Requires a minimum of 1 year of related accounting or payroll experience. Incumbents typically possess 1-2 years of related experience. Operate 10 key by touch.		0.16	1
PAYROLL TECHNICIAN II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Prepares, documents and disburses payroll checks, payroll taxes and employee benefit payments. Evaluates current systems, and recommends and develops operating efficiency improvements. Monitors and ensures proper documentation of employee benefit payments. Prepares reports illustrating payroll expenditures, including such items as tax payments and benefit plan disbursements. LEVEL: Intermediate (Business Support) (U2). ALIGNS WITH: Global Grades 05 and 06. Has working knowledge and skills developed through formal training or work experience. Works within established procedures with a moderate degree of supervision. Identifies the problem and all relevant issues in straightforward situations, assesses each using standard procedures and makes sound decisions. Global Grade 06 Differentiators: Has prior relevant training or related work experience. Performs routine tasks following specific instructions or under close supervision. Work is clearly defined and completed according to instruction. Global Grade 05 Differentiators: Has limited prior relevant training or work experience. Has limited discretion to vary from established procedures.		0.17	1

Figure 170: CSU Benchmark Job Market Pricing Details – Performing Arts Technician I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Performing Arts Technician I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Costumers, lighting assistants, production assistants, stage hands, set builders, and other types of theater art technicians and assistants.		0.5	1
Performing Arts Technician I	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Performing Arts Technician I	ERI Salary Assessor (CSULAX), 2021	No Description	-10% for Level	0.5	0.9

Figure 171: CSU Benchmark Job Market Pricing Details – Performing Arts Technician III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Performing Arts Technician III	CompData Colleges & Universities - January, 2021	Directs the theater's technical operations, which include rigging, lighting, sound, set design and construction, costumes, props, and scenery. Ensures all technical equipment is maintained and functioning in a safe manner. Develops working drawings for construction design. Makes budget estimates and recommendations. Consults with renters, producers, or writers to determine program approach, concepts, and technical requirements. Schedules, provides instruction, and supervises build staff. Bachelor's degree required and three years experience. JOB FAMILY: Academic Affairs.	-10% for Level	0.16	0.9
Performing Arts Technician III	CUPA Staff in Higher Education (CSULAX), 2020-2021	Costumers, lighting assistants, production assistants, stage hands, set builders, and other types of theater art technicians and assistants.	+20% for Level	0.17	1.2
Performing Arts Technician III	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Level	0	1.1
Performing Arts Technician III	ERI Salary Assessor (CSULAX), 2021	No Description	+10% for Level	0.25	1.1
Performing Arts Technician III	ERI Salary Assessor (CSULAX), 2021	No Description	-15% for Level	0	0.85
Performing Arts Technician III	ERI Salary Assessor (CSULAX), 2021	No Description	-15% for Level	0.25	0.85
Performing Arts Technician III	Western Management Group EduComp (CSULAX), 2021	Provides technical stage and backstage support for both amateur and professional events. Manages the technical aspects and daily operations of all theatrical facilities including event load-ins, set-ups, strikes, and use of the facility's sound, lighting, stage, projection and other technical equipment and systems. Executes lighting, sound and scenic designs and clarifies, troubleshoots and estimates preliminary designs from student or faculty designer plans and models. Creates structural designs, specifies construction methods, and oversees staff involved in set, scenery and prop construction. Develops, implements and monitors policies to ensure safe work practices and environment in the scene shop, backstage and stage areas. Regularly interacts with facility users in the planning coordination and execution of programs, services and events. Provides projected technical costs for events, and administers labor, equipment and supply budgets. Organizes, manages, mentors and trains students in a hands-on learning environment. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree (BFA preferred) and 5 years of experience in technical theater or stage management.	-15% for Level	0	0.85
Performing Arts Technician III	Western Management Group EduComp (CSULAX), 2021	Provides technical stage and backstage support for both amateur and professional events. Manages the technical aspects and daily operations of all theatrical facilities including event load-ins, set-ups, strikes, and use of the facility's sound, lighting, stage, projection and other technical equipment and systems. Executes lighting, sound and scenic designs and clarifies, troubleshoots and estimates preliminary designs from student or faculty designer plans and models. Creates structural designs, specifies construction methods, and oversees staff involved in set, scenery and prop construction. Develops, implements and monitors policies to ensure safe work practices and environment in the scene shop, backstage and stage areas. Regularly interacts with facility users in the planning coordination and execution of programs, services and events. Provides projected technical costs for events, and administers labor, equipment and supply budgets. Organizes, manages, mentors and trains students in a hands-on learning environment. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree (BFA preferred) and 5 years of experience in technical theater or stage management.	-15% for Level	0.17	0.85

Figure 172: CSU Benchmark Job Market Pricing Details – Pharmacist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Pharmacist II	CompData Health Care National - January, 2021	Reviews and interprets prescriptions to ensure safety, efficacy and appropriateness. Contacts and confers with physicians regarding any irregularities. Maintains compliance with all regulatory requirements. Requires current state license to practice pharmacy. JOB FAMILY: Pharmacy.	+10% for Level	0.16	1.1
Pharmacist II	CompData Health Care National - January, 2021	Supervises and coordinates the day-to-day activities of professional pharmacy personnel. Ensures that activities of the pharmacy are carried out in accordance with employer policy and applicable laws and regulations. Supervises pharmacists and other workers assigned to the pharmacy. Requires current state license to practice pharmacy with three years of experience. JOB FAMILY: Pharmacy.	For Reference	0	1
Pharmacist II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Interprets physicians' prescriptions and compounds and dispenses medications within regulatory guidelines. Consults medical staff regarding use of medications and potential drug interactions and handles complex problem resolution. Assists in maintenance of the pharmacy's financial records. Requires RPh license. FAMILY: Pharmacy.		0.17	1.1
Pharmacist II	Western Management Group EduComp (CSULAX), 2021	Provides professional and supervisory skills necessary for the manufacture, compounding, dispensing and purchasing of drugs in the pharmacy, which provides services to students, staff, faculty and/or clinical trial subjects (patients) in a hospital, clinic and/or student health facility. Supervises perpetual inventory control and narcotic control. Assists and/or relieves the Chief Pharmacist of assigned work as required. Assists in supervision of, and participates in, manufacture, compounding, dispensing, bottling, packaging and labeling of such drugs or solutions as capsules, powders, suppositories, ointments, tablets, lotions and emulsions. Draws from previously prepared standard prescriptions. Maintains records and makes reports as required by law. May compound and manufacture specially ordered drugs. Requisitions hospital drug supplies. Lists drug stock for ordering. Serves with other members of the staff as a therapeutic consultant for the medical staff. Is an employee of the university/college. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Bachelor degree, or Pharm. D., from an accredited school of Pharmacy and 2 - 3 years of experience as a practicing pharmacist in a hospital or commercial drug store.	+10% for Level	0.5	1.1
Pharmacist II	WTW Health Care Middle Management, Professional and Support, 2021	Compounds and dispenses medications and other pharmaceuticals. Prepares and maintains all necessary records on prescriptions, patient charges and inventory. Provides information to the staff members on drugs and pharmaceuticals. LEVEL: Supervisor (M1). ALIGNS WITH: Global Grades 10 and 11. Coordinates and supervises the daily activities of a support, production or operations team. Sets priorities for the team to ensure task completion; coordinates work activities with other supervisors. Decisions and problem-solving are guided by policies, procedures and business plan; receives guidance and oversight from manager. Typically does not spend more than 20% of time performing the work supervised. Global Grade 11 Differentiators: Accountable for the results of a large and/or moderately complex support or production operations team including subordinate work leaders. Applies acquired expertise to analyze and solve problems without clear precedent. Provides input on resource planning and policy development. Coaches team members on performance, completes employee performance evaluations and recommends pay actions. Global Grade 10 Differentiators: Accountable for the results of medium-sized routine support or production operations teams. Solves problems based on practice and precedent. Trains team members and provides input to employee performance evaluations.	For Reference	0	1
Pharmacist II	WTW Health Care Middle Management, Professional and Support, 2021	Prepares, compounds and dispenses medications and other pharmaceuticals. Maintains all necessary records on prescriptions, patient charges and inventory. Consults with medical staff regarding prescriptions, orders, drugs and pharmaceutical. Maintains detailed patient reactions, errors and complaints. LEVEL: Career (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 173: CSU Benchmark Job Market Pricing Details – Pharmacy Technician

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Pharmacy Technician	CompData Health Care National - January, 2021	Under supervision of a pharmacist, fills unit dose orders and maintains records of patient's use as well as more complex duties as provided by certification. Assists in sterilization of injectable preparation, storing of substances under proper conditions of refrigeration and security, pouring liquid into containers or spooning salves into containers. May serve as resource to and help with training for non-certified pharmacy technicians. Requires valid Pharmacy Technician license. JOB FAMILY: Pharmacy.		0.5	1
Pharmacy Technician	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Obtains new prescriptions and prescription refill information (e.g., name, address, and health coverage). Retrieves, counts, and measures drugs. Assists pharmacist in price-checking and restocking of drugs. Accesses, inputs, and retrieves prescription information from computer. Refers doctors' calls and any medical questions to pharmacist. May operate a cash register. High School Degree/GED typically required. May or may not be a Certified Pharmacy Technician (CPhT). FAMILY: Pharmacy.		0	1
Pharmacy Technician	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Obtains new prescriptions and prescription refill information (e.g., name, address, and health coverage). Retrieves, counts, and measures drugs. Assists pharmacist in price-checking and restocking of drugs. Accesses, inputs, and retrieves prescription information from computer. Refers doctors' calls and any medical questions to pharmacist. May operate a cash register. High School Degree/GED typically required. May or may not be a Certified Pharmacy Technician (CPhT). FAMILY: Pharmacy.		0.5	1

Figure 174: CSU Benchmark Job Market Pricing Details – Phlebotomist/Clinical Laboratory Assistant

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Phlebotomist/Clinical Laboratory Assistant	CompData Health Care National - January, 2021	Under general supervision and following established procedures, obtains venous and capillary blood specimens needed for laboratory tests. Transports and delivers lab specimens to specialized laboratory areas. Verifies and enters patient I.D. information on specimen labels and performs related clerical duties (e.g., logging and filing). JOB FAMILY: Clinical.		0	1
Phlebotomist/Clinical Laboratory Assistant	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Collects and prepares blood specimens and other samples for laboratory testing. Maintains collection areas and equipment and performs record keeping duties. Typically has completed a phlebotomy program or a medical laboratory technology program that includes phlebotomy. FAMILY: Laboratory.		0	1
Phlebotomist/Clinical Laboratory Assistant	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Collects and prepares blood specimens and other samples for laboratory testing. Maintains collection areas and equipment and performs record keeping duties. Typically has completed a phlebotomy program or a medical laboratory technology program that includes phlebotomy. FAMILY: Laboratory.		0.5	1
Phlebotomist/Clinical Laboratory Assistant	WTW Health Care Middle Management, Professional and Support, 2021	Properly identifies patient, draws blood samples and sends to laboratory for analysis. May perform special tests such as clotting time, bleeding time and glucose tolerance tests, and reports results. Maintains records of tests performed and blood samples taken. LEVEL: Intermediate (T2). ALIGNS WITH: Global Grade 06. Has working knowledge and skills to perform a defined set of analytical/scientific methods or operational processes. Applies experience and skills to complete assigned work within own area of expertise. Works within standard operating procedures and/or scientific methods. Works with a moderate degree of supervision.		0.5	1

Figure 175: CSU Benchmark Job Market Pricing Details – Physician Assistant

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Physician Assistant	CompData Health Care National - January, 2021	Provides health care services to patients under the direction and responsibility of a physician. May conduct physical exams, diagnose and treat illnesses, order and interpret tests, counsel on preventive care, assist in surgery and write prescriptions. Completion of PA program, certification and state licensure required. JOB FAMILY: Clinical.		0	1
Physician Assistant	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Under the direction of a physician, provides clinical patient care such as taking medical histories, performing physical exams, ordering and interpreting laboratory tests and x-rays, making preliminary diagnoses, treating minor injuries in a hospital. Requires certification as a Physician Assistant. FAMILY: Advanced Practice Nursing.		0	1
Physician Assistant	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Under the direction of a physician, provides clinical patient care such as taking medical histories, performing physical exams, ordering and interpreting laboratory tests and x-rays, making preliminary diagnoses, treating minor injuries in a hospital. Requires certification as a Physician Assistant. FAMILY: Advanced Practice Nursing.		0.25	1
Physician Assistant	Western Management Group EduComp (CSULAX), 2021	Renders direct patient care in all areas including but not limited to obtaining patients' history performing physical examinations, ordering and evaluating appropriate laboratory, radiographic and electrocardiographic studies. Makes diagnostic assessments, begins management plans, and performs diagnostic therapeutic and laboratory procedures in accordance with training. Assists in the management of medical and surgical emergencies, assists the attending physician on any procedure falling within the Physician Assistant's scope of practice, initiates sub specialty consultations or evaluations, counsels and instructs patients and their families, renders appropriate care in the presence of a life-threatening emergency when a physician is unavailable and documents all care rendered in accordance with ER policies and procedures. All notes must be countersigned by attending physician. Participates in in-service training and performs patient's triage. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Bachelor degree or equivalent in education and experience, and 4 or more years of related experience. Requires graduation from an accredited, AMA-CAHEA approved Physician Assistant program, and current state Physician's Assistant license, NCCPA Certificate, ACLS and BLS provider certification.		0	1
Physician Assistant	Western Management Group EduComp (CSULAX), 2021	Renders direct patient care in all areas including but not limited to obtaining patients' history performing physical examinations, ordering and evaluating appropriate laboratory, radiographic and electrocardiographic studies. Makes diagnostic assessments, begins management plans, and performs diagnostic therapeutic and laboratory procedures in accordance with training. Assists in the management of medical and surgical emergencies, assists the attending physician on any procedure falling within the Physician Assistant's scope of practice, initiates sub specialty consultations or evaluations, counsels and instructs patients and their families, renders appropriate care in the presence of a life-threatening emergency when a physician is unavailable and documents all care rendered in accordance with ER policies and procedures. All notes must be countersigned by attending physician. Participates in in-service training and performs patient's triage. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Bachelor degree or equivalent in education and experience, and 4 or more years of related experience. Requires graduation from an accredited, AMA-CAHEA approved Physician Assistant program, and current state Physician's Assistant license, NCCPA Certificate, ACLS and BLS provider certification.		0.5	1
Physician Assistant	WTW Health Care Middle Management, Professional and Support, 2021	Under the direction of a physician, provides health care services to patients. Obtains detailed history and performs physical examinations. Performs or orders X-rays, electrocardiograms (EKG), laboratory tests and other diagnostic procedures, and interprets results. Administers therapeutic procedures such as injections, immunizations, suturing and wound care. Instructs patients on prescribed therapeutic regimens, home care and health maintenance. Maintains required records and writes progress notes on patient charts as to status, treatments and procedures. With appropriate training, may be designated as a physician's assistant in a medical specialty. LEVEL: Intermediate (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 176: CSU Benchmark Job Market Pricing Details – Physician – Primary Care

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Physician - Primary Care	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Physician - Primary Care	ERI Salary Assessor (CSULAX), 2021	No Description		0.5	1
Physician - Primary Care	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 3 years acceptable clinical experience.		0.25	1
Physician - Primary Care	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 5 years of related experience with at least 3 years acceptable clinical experience.		0	1
Physician - Primary Care	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 5 years of related experience with at least 3 years acceptable clinical experience.		0.25	1

Figure 177: CSU Benchmark Job Market Pricing Details – Physician – Specialty Services

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Physician - Specialty Services	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Physician - Specialty Services	ERI Salary Assessor (CSULAX), 2021	No Description		0.5	1
Physician - Specialty Services	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 3 years acceptable clinical experience.		0.25	1
Physician - Specialty Services	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 5 years of related experience with at least 3 years acceptable clinical experience.		0	1
Physician - Specialty Services	Western Management Group EduComp (CSULAX), 2021	Provides primary health care to students, with emphasis on illness prevention and health education. Delivers patient care which involves assessment and diagnosis of presenting problems and management of illness, educates concerning prevention and wellness, follows-up patient problems in continuity structure and utilizes specialists and outside medical resources when indicated. Maintains collegial relations with ambulatory care nurses, nurse practitioners, laboratory, dispensary, support, counseling and health education staff, and is available for consultation with staff peers. Collaborates with and supports nurse practitioners and ambulatory care nurses in delivery of primary care. Based on the American College of Health Association standards, participates in development, review, and revision of practice guidelines; development of patient care policies and clinical procedures; and quality assurance review to assess overall quality of patient care. Participates in campus programs relating to specific health issues, health education, and employee health programs. Develops and evaluates own goals for professional growth, participates in continuing education opportunities; utilizes outside resources including professional associations and hospital-based programs. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Requires M.D. or D.O. degree from an accredited medical or osteopathic school and current state or other governmentally required licenses and DEA registration. Board certified or eligible in primary care, internal medicine, family medicine or obstetrics-gynecology. Minimum of 5 years of related experience with at least 3 years acceptable clinical experience.		0.25	1

Figure 178: CSU Benchmark Job Market Pricing Details – Plumber

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Plumber	CompData Benchmark Pro - National - January, 2021	Repairs, maintains, replaces, installs, and diagnoses defects and malfunctions in heating, water, and drainage systems. Mends and repairs leaky pipes, joints, and fixtures. Measures, cuts, threads, and installs pipes and fittings using hand and power tools. Completes calculations and measurements to ensure pipes function correctly. Possesses knowledge of local sanitary codes. High school education or equivalent required, plumbing or apprentice license preferred, and two years experience. JOB FAMILY: Facilities Maintenance.	+10% for level	0	1.1
NEW - Plumber	CompData Colleges & Universities - January, 2021	Repairs, maintains, replaces, installs, and diagnoses defects and malfunctions in heating, water, and drainage systems. Mends and repairs leaky pipes, joints, and fixtures. Measures, cuts, threads, and installs pipes and fittings using hand and power tools. Completes calculations and measurements to ensure pipes function correctly. Possesses knowledge of local sanitary codes. High school education or equivalent required, plumbing or apprentice license preferred, and two years experience. JOB FAMILY: Facilities Maintenance.	+10% for level	0	1.1
NEW - Plumber	CUPA Staffin Higher Education (CSULAX), 2020-2021	Assemble, install, or repair pipes, fittings, or fixtures of heating, water, or drainage systems, according to specifications or plumbing codes. Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.		0	1
NEW - Plumber	Mercer Benchmark - United States, 2021	Repair & Maintenance Plumbing work focuses on installing, repairing, and maintaining heating, water, and drainage systems including: Measuring, cutting, threading, bending, reaming, and installing pipe and pipe fittings. Installing and inspecting high-pressure, air, steam, water, and gas systems. Repairing or replacing burst or leaky pipes, removing clogs, and replacing washers. Installing, repairing or replacing plumbing fixtures such as sinks, commodes, water heaters and hot water tanks. Maintaining/applying knowledge of plumbing codes. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
NEW - Plumber	Mercer Benchmark - United States, 2021	Repair & Maintenance Plumbing work focuses on installing, repairing, and maintaining heating, water, and drainage systems including: Measuring, cutting, threading, bending, reaming, and installing pipe and pipe fittings. Installing and inspecting high-pressure, air, steam, water, and gas systems. Repairing or replacing burst or leaky pipes, removing clogs, and replacing washers. Installing, repairing or replacing plumbing fixtures such as sinks, commodes, water heaters and hot water tanks. Maintaining/applying knowledge of plumbing codes. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		1	1
NEW - Plumber	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled plumbing duties in the construction, maintenance, repair and alteration of facilities. Follows blueprints, construction drawings and general verbal instructions to plan and layout plumbing assignments including water, waste, gas, vacuum, pneumatic, sprinkler, chemical, cryogenic and other specialized systems. Selects materials and estimates time and material costs for assigned projects. Sets-up and operates power tools including threaders and lead pots; uses a variety of hand tools associated with plumbing trade. Tests and troubleshoots systems to determine proper operation. Performs preventive maintenance on assigned systems. Coordinates work of outside contractors. May provide work leadership to other maintenance personnel. Excludes those with full supervisory responsibilities. Include only those who specialize in plumbing tasks as a major component of the job. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of the practices, tools, equipment, methods and materials used in the plumbing trade as would normally be obtained through apprenticeship or technical schooling and job experience equivalent to journey level. Ability to read, understand and interpret blueprints, construction drawings and plumbing diagrams; knowledge and understanding of pertinent local and national plumbing codes. Excludes those with bona fide supervisory responsibilities.		0	1

Figure 179: CSU Benchmark Job Market Pricing Details – Police Dispatch I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Police Dispatch I	Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2020	No Description Provided.		0.25	1
Police Dispatch I	CompData Benchmark Pro - National - January, 2021	Coordinates product, vehicle, and driver availability to schedule shipments and/or dispatch trucks on route to ensure timely delivery of products or service to customers. Interfaces with manager to secure additional drivers, utilize outside carriers, modify existing equipment, or acquire additional equipment to satisfy capacity demands. Communicates with drivers to assign loads and answer driver calls. Maintains dispatch log and enforces DOT compliance. High school education or equivalent preferred and one year experience. JOB FAMILY: Materials Management.		0.25	1
Police Dispatch I	CompData Colleges & Universities - January, 2021	Coordinates product, vehicle, and driver availability to schedule shipments and/or dispatch trucks on route to ensure timely delivery of products or service to customers. Interfaces with manager to secure additional drivers, utilize outside carriers, modify existing equipment, or acquire additional equipment to satisfy capacity demands. Communicates with drivers to assign loads and answer driver calls. Maintains dispatch log and enforces DOT compliance. High school education or equivalent preferred and one year experience. JOB FAMILY: Materials Management.		0.5	1

Figure 180: CSU Benchmark Job Market Pricing Details – Police Officer

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Police Officer	CompData Colleges & Universities - January, 2021	Assists with supervising the police officers and acts as lead officer when supervisor is absent. Patrols assigned area to prevent and detect criminal or suspicious activity. Responds to emergency calls and complaints and makes arrests when laws are violated. Assists with crime scene investigation and conducts undercover investigations. Interviews witnesses to crimes and testifies in court. Writes daily detailed reports to document incidents. Provides information to the public. Enforces parking regulations and issues tickets when laws are violated. High school education, valid driver's license, completed police academy training and five years experience required. JOB FAMILY: Auxiliary Services.		0.25	1
Police Officer	CompData Colleges & Universities - January, 2021	Oversees and assists in training police officers. Patrols assigned area to prevent and detect criminal or suspicious activity. Responds to emergency calls and complaints and makes arrests when laws are violated. Investigates accidents and crimes. Conducts witness interviews and testifies in court. Writes daily detailed reports to document incidents. Provides information to the public. Enforces parking regulations and issues tickets when laws are violated. High school education, valid driver's license, completed police academy training and four years experience required. JOB FAMILY: Auxiliary Services.		0.25	1
Police Officer	CUPA Staff in Higher Education (CSULAX), 2020-2021	Detects and apprehends individuals who break the law by patrolling in an assigned area. Responds to emergency calls. Investigates complaints and works to resolve conflict. Makes arrests, issues citations, and serves warrants and subpoenas. Refers to Sworn Officers.		0	1
Police Officer	Government Compensation in California Police-Cities (CSULAX), 2020	No Description		0	1
Police Officer	Government Compensation in California Police-Cities (CSULAX), 2020	No Description		0.5	1

Figure 181: CSU Benchmark Job Market Pricing Details – Project Management Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Project Management Professional III	CompData Benchmark Pro - National - January, 2021	Coordinates the activities of multiple project managers. Oversees the overall delivery of multiple and/or complex projects. Acts as a mentor for subordinate project managers. Defines priorities and drives project accordingly. Monitors departmental budgets. Bachelor's degree required and seven years experience. JOB FAMILY: General Office.	*-10% for level	0.16	0.9
Project Management Professional III	CompData Colleges & Universities - January, 2021	Coordinates the activities of multiple project managers. Oversees the overall delivery of multiple and/or complex projects. Acts as a mentor for subordinate project managers. Defines priorities and drives project accordingly. Monitors departmental budgets. Bachelor's degree required and seven years experience. JOB FAMILY: General Office.	*-10% for level	0.5	0.9
Project Management Professional III	Mercer Benchmark - United States, 2021	General Project Management requires general business knowledge to plan, organize, and control resources, procedures, and timing for an administrative or business process including: Organizing project teams, assigning individual responsibilities, developing project schedules, and determining resource requirements. Monitoring and reporting on the status of projects including cost, timing, and staffing. Ensuring adherence to internal and external quality standards (e.g., International Standards Organization). Identifying/resolving obstacles to completing project on time and to budget. May include work managing multiple, interrelated projects (including business transformation projects). On some projects, the work may include integrating vendor tasks into the project plan and tracking and reviewing vendor deliverables. Specialization Match Note: Para-Professional incumbents update/maintain project schedules and associated resource plans and prepares progress reports. FAMILY: Project/Program Management. This job family includes the management of projects and programs related to general business requirements, specialized/technical areas, or particular industries. Activities include planning, organizing, and controlling resources/processes to achieve project objectives within scope, time, quality, and budget constraints. Roles include those responsible for general project/program management, in which work requires only general knowledge of the project/business requirements, and no specific technical knowledge. Also includes roles responsible for technical project/program management or particular industries, in which the incumbent has some foundational knowledge in the specific area to advise on scope changes, QA and other more technical aspects of the project. SUBFAMILY: General Business Project/Program Management. Positions in this sub-family are responsible for planning, organizing, and controlling resources/processes to achieve project/program objectives within scope, time, quality, and budget constraints. General project management work requires only general knowledge of the project/business requirements and no specific technical knowledge is required. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1
Project Management Professional III	Mercer Benchmark - United States, 2021	General Project Management requires general business knowledge to plan, organize, and control resources, procedures, and timing for an administrative or business process including: Organizing project teams, assigning individual responsibilities, developing project schedules, and determining resource requirements. Monitoring and reporting on the status of projects including cost, timing, and staffing. Ensuring adherence to internal and external quality standards (e.g., International Standards Organization). Identifying/resolving obstacles to completing project on time and to budget. May include work managing multiple, interrelated projects (including business transformation projects). On some projects, the work may include integrating vendor tasks into the project plan and tracking and reviewing vendor deliverables. Specialization Match Note: Para-Professional incumbents update/maintain project schedules and associated resource plans and prepares progress reports. FAMILY: Project/Program Management. This job family includes the management of projects and programs related to general business requirements, specialized/technical areas, or particular industries. Activities include planning, organizing, and controlling resources/processes to achieve project objectives within scope, time, quality, and budget constraints. Roles include those responsible for general project/program management, in which work requires only general knowledge of the project/business requirements, and no specific technical knowledge. Also includes roles responsible for technical project/program management or particular industries, in which the incumbent has some foundational knowledge in the specific area to advise on scope changes, QA and other more technical aspects of the project. SUBFAMILY: General Business Project/Program Management. Positions in this sub-family are responsible for planning, organizing, and controlling resources/processes to achieve project/program objectives within scope, time, quality, and budget constraints. General project management work requires only general knowledge of the project/business requirements and no specific technical knowledge is required. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Project Management Professional III	WTW General Industry Administrative & Sales - Job-Level Report, 2021	Plans, monitors and manages internal projects from initiation through completion. Secures required resources and uses formal processes and tools to manage resources, budgets, risks and changes. Manages projects to ensure on-time completion according to specifications and within budgeted costs. At the higher levels, incumbents manage large multifaceted projects; at lower levels, incumbents may be concerned with clearly identifiable elements or functions within a larger project. Typically incumbents matched to this function are working towards or have achieved certification in project management. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 182: CSU Benchmark Job Market Pricing Details – Property Clerk II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Property Clerk II	CompData Benchmark Pro - National - January, 2021	Compiles and maintains database of inventory records of the quantity, cost, and type of material, equipment, merchandise, or supplies stocked in the organization. Records receipt or disbursement of inventory items and computes balance, price, and cost. Compares inventory records against physical count of inventory and makes adjustments to or investigates inaccuracies. Prepares reports and recommends options for defective or unusable items. May stock and issue materials or merchandise. High school education or equivalent preferred. JOB FAMILY: Materials Management.	+20% for level	0.25	1.2
Property Clerk II	CompData Colleges & Universities - January, 2021	Compiles and maintains database of inventory records of the quantity, cost, and type of material, equipment, merchandise, or supplies stocked in the organization. Records receipt or disbursement of inventory items and computes balance, price, and cost. Compares inventory records against physical count of inventory and makes adjustments to or investigates inaccuracies. Prepares reports and recommends options for defective or unusable items. May stock and issue materials or merchandise. High school education or equivalent preferred. JOB FAMILY: Materials Management.	+20% for level	0.25	1.2
Property Clerk II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Serves to provide office and clerical support in a stockroom, warehousing, or shipping and receiving environment. Records stock and shipment data; completes shipping and receiving reports, reports damages and discrepancies for accounting, reimbursement, and recordkeeping.	+20% for level	0.25	1.2
Property Clerk II	WTW General Industry Office and Business Support - Job-Level Report, 2021	Ensures that inventories are secure, properly identified and readily accessible to authorized personnel. Maintains controls over various types of inventories (e.g., raw materials, subassemblies, finished goods). Conducts physical inventory counts and reconciles results with inventory records. Ensures that quantities of incoming and outgoing shipments are correct. Conducts analyses of inventory levels and coordinates with production and sales requirements. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.25	1

Figure 183: CSU Benchmark Job Market Pricing Details – Public Relations and Media Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Public Relations and Media Professional III	CompData Benchmark Pro - National - January, 2021	Develops programs designed to create and maintain a favorable public image for the organization. Oversees the writing, preparation, and/or delivery of information about the organization. Writes press releases, speeches, or other material as needed. Bachelor's degree required and five years experience. JOB FAMILY: Marketing and Communications.	-10% for level	0.16	0.85
Public Relations and Media Professional III	CompData Colleges & Universities - January, 2021	Develops programs designed to create and maintain a favorable public image for the organization. Oversees the writing, preparation, and/or delivery of information about the organization. Writes press releases, speeches, or other material as needed. Bachelor's degree required and five years experience. JOB FAMILY: Marketing and Communications.	-10% for level	0.5	0.85
Public Relations and Media Professional III	Mercer Benchmark - United States, 2021	Public Relations work is a specialized area of Corporate Affairs focusing on communication with customers, consumers, the media and the general public to protect and promote the reputation of the organization including: Creating and distributing public communications (e.g., media releases, speeches, newsletters, social media communication, etc.). Organizing and acting as company spokesperson at promotional events (e.g., press conferences, open days, exhibitions, tours and visits, etc.). Preparing executives for media/analyst interviews. Responding to inquiries (e.g., first contact for inquiries from the public, the press, consumers, government agencies, etc.). In some organizations, may also be accountable for community relations/corporate responsibility which includes: Active involvement in the community by planning and implementing volunteer programs, company/employee giving, grant making, environmental clean-up, etc. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Corporate Affairs. Positions in this sub-family are responsible for maintaining and enhancing positive relations with external audiences, including the general public, shareholders, investors, government, etc. Activities include: Communications to influence beliefs/perceptions with focus on public opinion to protect and promote the reputation of the organization. Communications to influence beliefs/perceptions with focus on government policy and legislative direction to improve the organization's regulatory and economic environments. Active involvement with the communities in which the organization operates to address social, economic, and environmental challenges and promote the organization's image in a positive way. Offering of public education/awareness programs community members as an act of goodwill. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1
Public Relations and Media Professional III	Mercer Benchmark - United States, 2021	Public Relations work is a specialized area of Corporate Affairs focusing on communication with customers, consumers, the media and the general public to protect and promote the reputation of the organization including: Creating and distributing public communications (e.g., media releases, speeches, newsletters, social media communication, etc.). Organizing and acting as company spokesperson at promotional events (e.g., press conferences, open days, exhibitions, tours and visits, etc.). Preparing executives for media/analyst interviews. Responding to inquiries (e.g., first contact for inquiries from the public, the press, consumers, government agencies, etc.). In some organizations, may also be accountable for community relations/corporate responsibility which includes: Active involvement in the community by planning and implementing volunteer programs, company/employee giving, grant making, environmental clean-up, etc. FAMILY: Communications & Corporate Affairs. This job family conducts both internal and external communications for the organization. Activities include maintaining positive relations with the public, shareholders, investors, government and other regulatory bodies; representing the company as a point of contact between the organization, local officials, and community leaders; identifying, collecting, and sharing business information and knowledge as well as employee knowledge; change management. SUBFAMILY: Corporate Affairs. Positions in this sub-family are responsible for maintaining and enhancing positive relations with external audiences, including the general public, shareholders, investors, government, etc. Activities include: Communications to influence beliefs/perceptions with focus on public opinion to protect and promote the reputation of the organization. Communications to influence beliefs/perceptions with focus on government policy and legislative direction to improve the organization's regulatory and economic environments. Active involvement with the communities in which the organization operates to address social, economic, and environmental challenges and promote the organization's image in a positive way. Offering of public education/awareness programs community members as an act of goodwill. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Public Relations and Media Professional III	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Coordinates media relations and prepares external communications. Plans, prepares and relays information concerning the organization to the press and the wider community to gain understanding and acceptance for the organization. Develops and maintains lines of communication with media contacts and other external audience groups. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 184: CSU Benchmark Job Market Pricing Details – Radiologic Technologist II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Radiologic Technologist II	CompData Health Care National - January, 2021	Performs various types of diagnostic X-ray procedures, adjusts x-ray equipment settings, determines proper voltage and exposure and positions patient. Performs specific procedures utilizing ionizing radiation. Assists physicians in assigned examinations utilizing contrast media and/or specific tomographic examinations. Must be registered by the American Registry of Radiologic Technologists (ARRT) and must be certified by the State Board of Health. JOB FAMILY: Clinical.		0	1.15
Radiologic Technologist II	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Under general direction, produces diagnostic radiographic examinations; performs portable X-ray examinations; develops exposed X-ray film; maintains proper patient care; and performs administrative duties (such as scheduling appointments, patient instructions, film-filing, and maintenance of records). Completion of an AMA-approved School of Radiologic Technology; must satisfactorily pass the National ARRT examination; current state license. Typically has five or more years of experience. FAMILY: Radiology.		0.5	1
Radiologic Technologist II	WTW Health Care Middle Management, Professional and Support, 2021	Operates X-ray equipment to make radiographs of designated portions of the body and provide X-ray therapy to patients, under the supervision of a radiologist. If necessary, prepares and administers barium salts or other chemical mixtures. Prepares and maintains records and files as directed. Cleans and adjusts equipment. LEVEL: Career (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems, takes a new perspective on existing solutions. Works independently, receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.5	1

Figure 185: CSU Benchmark Job Market Pricing Details – Recruitment Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Recruitment Professional II	CompData Colleges & Universities - January, 2021	Screens, interviews, and selects applicants. Maintains human resources programs through recruiting process, including affirmative action and career development programs. Provides ongoing training to hiring managers regarding recruitment processes within legal and organization policies. May assist in writing advertisements and analyzing reports and trends. Possesses knowledge of Equal Employment Opportunity (EEO) and Affirmative Action (AA) programs, policies, and procedures. Bachelor's degree required and two years experience. JOB FAMILY: Human Resources.		1	1

Figure 186: CSU Benchmark Job Market Pricing Details – Registered Dietitian

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Registered Dietitian	CompData Health Care National - January, 2021	Instructs individuals and groups in the application of nutrition principles. Manages nutritional care of assigned patients/residents through use of assessment and diagnostic tools. Utilizes food service systems to maintain quality patient and therapeutic services. Registration and membership in the American Dietetic Association (ADA). JOB FAMILY: Non-Clinical.		0.17	1
Registered Dietitian	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Coordinates the preparation and serving of meals based on general or special diets. Specifies dietary requirements for patients with special restrictions or nutritional needs. Typically requires certification by the ADA as a Registered Dietitian. If your incumbent works for senior living, please match to 6565 Senior Living Dietitian and if the incumbent works for home health, please match to 6865 Home Health Dietitian. FAMILY: Food & Nutrition/Dining.		0	1
Registered Dietitian	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Coordinates the preparation and serving of meals based on general or special diets. Specifies dietary requirements for patients with special restrictions or nutritional needs. Typically requires certification by the ADA as a Registered Dietitian. If your incumbent works for senior living, please match to 6565 Senior Living Dietitian and if the incumbent works for home health, please match to 6865 Home Health Dietitian. FAMILY: Food & Nutrition/Dining.		0.17	1
Registered Dietitian	Western Management Group EduComp (CSULAX), 2021	Applies the principles of nutrition to the human diet. For student dining halls, ensures that meals meet appropriate nutritional standards. For clinical trials, defines clinical research protocols with Principle Investigator and finalizes the design of clinical studies. Identifies and resolves complex problems associated with all phases of clinical trials from development stages to implementation and documentation of results. Is an employee of the university/college. Education and Experience: Bachelor degree in nutrition, dietetics or public health and 3 - 5 years of experience. Requires appropriate State or Government licensing or registration.		0.25	1
Registered Dietitian	Western Management Group EduComp (CSULAX), 2021	Applies the principles of nutrition to the human diet. For student dining halls, ensures that meals meet appropriate nutritional standards. For clinical trials, plans, designs and implements dietary interventions and dietary assessment activities such as assessment of the physiological results of particular dietary habits. Is an employee of the university/college. Education and Experience: Bachelor degree in nutrition, dietetics or public health and 1 - 2 years of experience. Requires appropriate State or Government licensing or registration.		0.25	1
Registered Dietitian	WTW Health Care Middle Management, Professional and Support, 2021	Performs or leads the activities of the clinical nutrition department including the nutritional care of patients. Provides patients with basic nutritional meal plans including special dietary care menus. Monitors patient intake of meals, snacks and supplements as prescribed. Calculates caloric counts and results. May coordinate quality improvement and staff educational programs for dietitians, dietetic technicians and diet aides and students. May implement standards of nutrition care for patients in accordance with clinical policies and procedures. LEVEL: Intermediate (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1

Figure 187: CSU Benchmark Job Market Pricing Details – Registered Nurse II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Registered Nurse II	CompData Health Care - National - January, 2021	Renders professional nursing services in the treatment and care of assigned patients in accordance with physicians' orders. Provides for the comfort and well-being of patients by assessing condition, providing treatments and administering prescribed drugs and documenting progress and other observations. Coordinates nursing care for patients and participates in patient and family teaching. Provides leadership by working cooperatively with ancillary nursing and other patient team personnel in maintaining standards for professional nursing practice in the clinical setting. For home services, may travel to patient home to render services. RN license required. JOB FAMILY: Nursing.	+10% for Level	0.16	1.1
Registered Nurse II	Mercer Benchmark - United States, 2021	Renders professional nursing care to ensure the comfort and well being of patients. Administers medications and treatments as prescribed by the physician. Maintains patients' medical records on observations. Assists physician during treatment and examination of patient. May have specialized area of concentration. Specialization Match Note: Requires Registered Nurse (RN) license. FAMILY: Healthcare/Pharmacy Services. This job family provides patient care in a hospital or other facility and also provides pharmacy services via a patient care facility or retail establishment. Patient care is provided by a wide range of practitioners for which specialized training and/or education is required. Physicians, nurses, therapists, pharmacists, and technicians are included. Support roles for the provision of dietary services and health information and coding are also included. SUBFAMILY: Nursing Services. Positions in this sub-family are responsible for activities associated with the delivery of safe and efficient quality nursing care. Includes professionals who are trained and licensed to care for the sick and injured. Activities include the examination of patients, care for patients including the administration of prescribed medicine in order to facilitate healing and increase comfort. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Registered Nurse II	Mercer Benchmark - United States, 2021	Renders professional nursing care to ensure the comfort and well being of patients. Administers medications and treatments as prescribed by the physician. Maintains patients' medical records on observations. Assists physician during treatment and examination of patient. May have specialized area of concentration. Specialization Match Note: Requires Registered Nurse (RN) license. FAMILY: Healthcare/Pharmacy Services. This job family provides patient care in a hospital or other facility and also provides pharmacy services via a patient care facility or retail establishment. Patient care is provided by a wide range of practitioners for which specialized training and/or education is required. Physicians, nurses, therapists, pharmacists, and technicians are included. Support roles for the provision of dietary services and health information and coding are also included. SUBFAMILY: Nursing Services. Positions in this sub-family are responsible for activities associated with the delivery of safe and efficient quality nursing care. Includes professionals who are trained and licensed to care for the sick and injured. Activities include the examination of patients, care for patients including the administration of prescribed medicine in order to facilitate healing and increase comfort. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Registered Nurse II	Western Management Group EduComp (CSULAX), 2021	Plans and provides professional nursing services and patient care in an inpatient and/or outpatient setting in a hospital, clinic and/or student health facility for services provided to students, staff, faculty and/or clinical trial subjects (patients). Ensures compliance with physician orders and follows established nursing processes, including patient assessment, nursing diagnosis, planning, intervention and evaluation. Is an employee of the university/college. Excludes employees who provide services only to clinical trial subjects. Education and Experience: Graduate of an accredited nursing program, licensed as an R.N. and 3 years of related experience.	+10% for Level	0.5	0.9
Registered Nurse II	WTW Health Care Middle Management, Professional and Support, 2021	Provides professional nursing care for the comfort and well-being of patients. Prepares equipment and assists physician during examinations and treatments. Administers prescribed medications, changes dressings, cleans wounds and monitors patient vital signs. Observes and maintains records on patient care, condition, reaction and progress. LEVEL: Intermediate (N2). ALIGNS WITH: Has working knowledge and experience in own discipline and broadens capabilities. Continues to build knowledge of the organization, processes and customers. Performs a range of straightforward assignments related to discipline. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. In a clinical nursing environment typically a staff nurse graduate who demonstrates clinical nursing competencies and provides effective outcome-focused care to patients whose degree of care may vary in complexity.		0.17	1

Figure 188: CSU Benchmark Job Market Pricing Details – Registration and Records Counselor II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Registration and Records Counselor II	CompData Colleges & Universities - January, 2021	Awards appropriate transfer credits and ensures they are posted accurately by evaluating and auditing academic records. Processes and monitors course approvals and grade appeals. Maintains credit evaluation process and reports any program changes. Handles loan decrement requests and enrollment/degree verifications. High school education or equivalent required and four years experience. JOB FAMILY: Academic Affairs.	+25% for Level	0	1.25
Registration and Records Counselor II	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.		0	1
Registration and Records Counselor II	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.		1	1
Registration and Records Counselor II	Western Management Group EduComp (CSULAX), 2021	Under general supervision, performs a variety of more complex duties to prepare, process, maintain and provide information regarding student academic records and/or reports. Work requires an overall understanding of procedures and systems related to the record function in order to identify and resolve complex inquiries and problems. May train and direct workflow of other students or clerical employees. Education and Experience: High School graduate and 2 - 3 years of related experience required.	+25% for Level	0	1.25

Figure 189: CSU Benchmark Job Market Pricing Details – Reprographics Specialist III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Reprographics Specialist III	CompData Benchmark Pro - National - January, 2021	Sets-up and operates multi-color, offset printing presses to reproduce a variety of documents including reports, bulletins, forms, brochures, and pamphlets. Operates single-sheet or web-fed presses. Applies chemicals, ink, and cleaning solvents to press for proper operation. Makes sensitive adjustments to plates, rollers, ink fountains, and paper to produce quality products. Monitors equipment and job run during process for quality and consistency of finished pieces. Cleans, oils, adjusts, repairs, and services equipment. Performs a variety of assignments requiring thorough knowledge of techniques, materials, and equipment. Possesses in-depth knowledge of multi-color printing press. High school education preferred and three years experience. JOB FAMILY: Marketing and Communications.		0.16	1
Reprographics Specialist III	CompData Colleges & Universities - January, 2021	Sets-up and operates a small, single-color printing press to reproduce a variety of one-color documents including reports, bulletins, forms, brochures, and reports. Applies chemicals, ink, and cleaning solvents to press for proper operation. Makes minor adjustments to plates, rollers, ink fountains, and paper. Monitors equipment and job run during process for quality and consistency of finished pieces. Cleans, oils, adjusts, repairs, and services equipment. Performs routine tasks following specific, detailed procedures. Possesses familiarity with printing operations including bindery. High school education or equivalent preferred and one year experience. JOB FAMILY: Marketing and Communications.		0.13	1
Reprographics Specialist III	CompData Colleges & Universities - January, 2021	Sets-up and operates multi-color, offset printing presses to reproduce a variety of documents including reports, bulletins, forms, brochures, and pamphlets. Operates single-sheet or web-fed presses. Applies chemicals, ink, and cleaning solvents to press for proper operation. Makes sensitive adjustments to plates, rollers, ink fountains, and paper to produce quality products. Monitors equipment and job run during process for quality and consistency of finished pieces. Cleans, oils, adjusts, repairs, and services equipment. Performs a variety of assignments requiring thorough knowledge of techniques, materials, and equipment. Possesses in-depth knowledge of multi-color printing press. High school education preferred and three years experience. JOB FAMILY: Marketing and Communications.		0.13	1
Reprographics Specialist III	CUPA Staff in Higher Education (CSULAX), 2020-2021	Bind books and other publications or finish printed products by machine. May set up and operate binding and finishing machines.	*+15 for level	0.25	1.15
Reprographics Specialist III	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, sets-up and operates a wide variety of offset presses, plate processors and related equipment to reproduce single or multi-color charts, graphs, bulletins, letters, manuals, forms and brochures. Prepares temporary paper or metal plates by use of photo direct process camera. Adjusts paperfeed rollers, head stops, pressure between impression and blanket rollers, inking mechanism, paper guides and feeder mechanisms to obtain correct spacing, quality and image. Performs minor maintenance and repair on equipment such as cleaning, lubricating, adjusting, and replacing broken or worn parts. May provide work leadership to other print shop employees. Maintains records or work performed. May perform hairline registration, multiple plate and lithographic operations. Excludes specialists such as plate makers, strippers, copy camera operators and bindery workers. EDUCATION AND EXPERIENCE: Reading, writing and arithmetic skills equivalent to those obtained from completion of high school or commensurate experience. Technical operating knowledge of press operations as would normally be obtained through specialized trade courses. Requires a minimum of 3 years of prints experience. Incumbents typically possess over 5-7 years of related experience.		0.17	1
Reprographics Specialist III	WTW General Industry Office and Business Support - Job-Level Report, 2021	Operates and maintains a range of printing equipment (e.g., photocopier, digital printing press) and finishing equipment (e.g., trimmer, binder) to print quantities of various documents. LEVEL: Senior (Business Support) (U3). ALIGNS WITH: Global Grade 07. Has full proficiency gained through job-related training and considerable work experience. Completes work with a limited degree of supervision. Likely to act as an informal resource for colleagues with less experience. Identifies key issues and patterns from partial/conflicting data. Takes a broad perspective to problems and spots new, less obvious solutions.		0.17	1

Figure 190: CSU Benchmark Job Market Pricing Details – Research Technician I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Research Technician I	CompData Colleges & Universities - January, 2021	Organizes and conducts research in scientific, cultural, historical, or artistic field for use in own work or in project of sponsoring institution. Develops plans or guidelines for project to outline research procedures to be followed. Plans schedule according to availability and quantity of resources. Conducts research, utilizing the institution's library, archives, and collections to collect, record, analyze, and evaluate facts. Discusses findings with other personnel to evaluate validity of findings. Prepares reports of completed projects for publication in technical journals, for presentation to agency requesting the project, or for other theoretical research activities. Bachelor's degree required and two years experience. JOB FAMILY: Research.		0	1
Research Technician I	Western Management Group EduComp (CSULAX), 2021	Under general direction of faculty and/or senior research personnel, helps develop, design and conduct research projects according to plan. Participates in formulating research methods and suggesting options for improving quality and recommending solutions. Participates in computer database design and utilization and research/data analysis, and suggests future improvements in data measurement. Trains users in equipment operation and research techniques, explains and demonstrates technology and equipment capabilities, operations limitations and outcomes. Determines interview procedures and conducts interviews. Works independently on collection of data and analyzes research results. Prepares reports and drafts manuscripts. Oversees day-to-day operation of project. Schedules and maintains records of equipment/facility. May supervise research support personnel and manage budget. May assemble, test calibrate, clean or make minor repairs to equipment. May be responsible for the operation of a specialized laboratory or research area within a department and/or field work, and related data analysis for a research project. Education and Experience: Bachelor degree in related field, Master degree preferred, and 1 - 3 years of related experience.		0	1
Research Technician I	Western Management Group EduComp (CSULAX), 2021	Under general direction of faculty and/or senior research personnel, helps develop, design and conduct research projects according to plan. Participates in formulating research methods and suggesting options for improving quality and recommending solutions. Participates in computer database design and utilization and research/data analysis, and suggests future improvements in data measurement. Trains users in equipment operation and research techniques, explains and demonstrates technology and equipment capabilities, operations limitations and outcomes. Determines interview procedures and conducts interviews. Works independently on collection of data and analyzes research results. Prepares reports and drafts manuscripts. Oversees day-to-day operation of project. Schedules and maintains records of equipment/facility. May supervise research support personnel and manage budget. May assemble, test calibrate, clean or make minor repairs to equipment. May be responsible for the operation of a specialized laboratory or research area within a department and/or field work, and related data analysis for a research project. Education and Experience: Bachelor degree in related field, Master degree preferred, and 1 - 3 years of related experience.		1	1

Figure 191: CSU Benchmark Job Market Pricing Details – Research Technician III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Research Technician III	CompData Colleges & Universities - January, 2021	Oversees, plans, organizes, and conducts research for use in projects. Prepares statistical analysis and provides statistical data management and support on research projects. Conducts surveys and compiles results as requested. Conducts data quality checks. Assists in preparing proposals for research funding. Trains and mentors subordinate staff members. Master's degree required and two years experience. JOB FAMILY: Research.		0.5	1
Research Technician III	Western Management Group EduComp (CSULAX), 2021	Responsible for operation of a specialized research area or laboratory with one or more faculty members within a department. Operates with considerable latitude in unreviewed actions or decisions. May act as liaison with other departments, divisions or organizations. Develops, designs and conducts one or more small or moderately complex research projects or experiments in line with plan, reviews progress and evaluates results. Formulates research methods and suggests options for improving quality, identifies potential problems, recommends and implements solutions, and collaborates in the development of new techniques. Develops protocol and criteria; determines interview procedures and approves protocols; may also design intervention protocols. Trains users in equipment operation and laboratory techniques, explains and demonstrates technology and equipment capabilities, operations, limitations and outcomes. Coordinates data collection and screening and verifies the data. Conducts analysis of data, interprets and implements research methodology based on outcome of analysis. Co-authors publications and may co-present results with Principal Investigator at meetings and/or conferences. Oversees day-to-day operation of project, and may supervise exempt and non-exempt research and support personnel. Education and Experience: Master degree and 4 - 5 years of related experience. Supervisory and financial management experience preferred.		0	1
Research Technician III	Western Management Group EduComp (CSULAX), 2021	Responsible for operation of a specialized research area or laboratory with one or more faculty members within a department. Operates with considerable latitude in unreviewed actions or decisions. May act as liaison with other departments, divisions or organizations. Develops, designs and conducts one or more small or moderately complex research projects or experiments in line with plan, reviews progress and evaluates results. Formulates research methods and suggests options for improving quality, identifies potential problems, recommends and implements solutions, and collaborates in the development of new techniques. Develops protocol and criteria; determines interview procedures and approves protocols; may also design intervention protocols. Trains users in equipment operation and laboratory techniques, explains and demonstrates technology and equipment capabilities, operations, limitations and outcomes. Coordinates data collection and screening and verifies the data. Conducts analysis of data, interprets and implements research methodology based on outcome of analysis. Co-authors publications and may co-present results with Principal Investigator at meetings and/or conferences. Oversees day-to-day operation of project, and may supervise exempt and non-exempt research and support personnel. Education and Experience: Master degree and 4 - 5 years of related experience. Supervisory and financial management experience preferred.		0.5	1

Figure 192: CSU Benchmark Job Market Pricing Details – Residential Life Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Residential Life Professional II	CompData Colleges & Universities - January, 2021	Provides counseling, developmental culture, and educational programming to students. Coordinates and oversees all housing operations including assignments, tracking, reports, furniture inventory, projections, room changes, and room withdrawals. Communicates with students and parents regarding the operations of the residence halls. Manages departmental publicity, publications, and website. Develops and monitors the departmental budget. Selects, trains, and supervises support staff. Bachelor's degree required and two years experience. JOB FAMILY: Student Housing and Health Services.		1	1

Figure 193: CSU Benchmark Job Market Pricing Details – Risk Management Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Risk Management Professional II	CompData Benchmark Pro - National - January, 2021	Handles day-to-day claims activity for the organization including workers compensation, general/product liability, and automobile liability claims. Analyzes loss data for the purpose of identifying opportunities for improvement and prepares reports for management. Bachelor's Degree required or equivalent experience. JOB FAMILY: Accounting and Finance.		0.16	1
Risk Management Professional II	CompData Colleges & Universities - January, 2021	Handles day-to-day claims activity for the organization including workers compensation, general/product liability, and automobile liability claims. Analyzes loss data for the purpose of identifying opportunities for improvement and prepares reports for management. Bachelor's Degree required or equivalent experience. JOB FAMILY: Accounting and Finance.		0.5	1
Risk Management Professional II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for identifying, assessing, and reducing/mitigating risks to the organization. Activities include: • Characterizing potential risks and assessing vulnerability of critical assets to specific risks • Risk analysis and modelling to assess probability of specific risks occurring and evaluate/ value the impact/consequences of occurrence • Developing process and procedures to report on, manage and mitigate risks to acceptable levels • Internal and external stakeholder reporting, including regulatory reporting An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0	1
Risk Management Professional II	Mercer Benchmark - United States, 2021	Positions in this sub-family are responsible for identifying, assessing, and reducing/mitigating risks to the organization. Activities include: • Characterizing potential risks and assessing vulnerability of critical assets to specific risks • Risk analysis and modelling to assess probability of specific risks occurring and evaluate/ value the impact/consequences of occurrence • Developing process and procedures to report on, manage and mitigate risks to acceptable levels • Internal and external stakeholder reporting, including regulatory reporting An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. Responsibilities typically include: • Works independently with general supervision. • Problems faced are difficult but typically not complex • May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Risk Management Professional II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Identifies and analyzes potential sources of loss to minimize risk. Estimates the potential financial consequences of an occurring loss. Develops and implements controls and cost-effective approaches to minimize the organization's risks. Assesses and communicates information regarding business risks with functions across the organization. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.17	1

Figure 194: CSU Benchmark Job Market Pricing Details – Security Officer II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Security Officer II	CompData Benchmark Pro - National - January, 2021	Patrols internal and external property. Investigates unusual or suspicious situations. Maintains records and logs as assigned. Enforces the organization's procedures and regulations during and after normal work hours. Assists with and trains for emergency situations. Operates firefighting equipment, short-wave radio, and administer CPR and first aid as needed. Refers dangerous situations or complex problems to supervisor and/or the local police force. High school education or equivalent required. JOB FAMILY: Safety and Security.	*+10% for Level	0.25	1.1
Security Officer II	CompData Colleges & Universities - January, 2021	Patrols internal and external property. Investigates unusual or suspicious situations. Maintains records and logs as assigned. Enforces the organization's procedures and regulations during and after normal work hours. Assists with and trains for emergency situations. Operates firefighting equipment, short-wave radio, and administer CPR and first aid as needed. Refers dangerous situations or complex problems to supervisor and/or the local police force. High school education or equivalent required. JOB FAMILY: Safety and Security.	*+10% for Level	0.25	1.1
Security Officer II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates the activities of security guards (e.g., scheduling shifts). May help train new workers. Serves as a mentor for less-experienced team members. Ensures that all the daily security operations run smoothly and effectively. Report supervisors in Professionals Survey, whether exempt or non-exempt.		0.25	1
Security Officer II	Mercer Benchmark - United States, 2021	Guards and patrols facilities and grounds to protect property and personnel against fire, theft, vandalism, illegal entry, and other hazards. Periodically tours premises; examines doors, windows, and gates to determine that they are secure; observes departing personnel to guard against thefts of company property; inspects equipment and stores to ascertain if tampering has occurred; reports irregularities; sounds alarm; and permits authorized persons to enter property. Examines credentials of persons desiring entrance to restricted areas. May be required to direct traffic on company premises. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property, and managing the operations of the library network and associated services. SUBFAMILY: Property, Facilities & Asset Security. Positions in this sub-family are responsible for the safety and security of the organizations' employees, clients, visitors and property. Activities include: Conducting loss prevention assessments, including identifying and characterizing potential risks. Developing processes and procedures to report on, manage and mitigate loss and security risks to acceptable levels. Overseeing and conducting security activities, including controlling entry and exit to the organization's premises and safeguarding facilities, equipment, materials and employee property. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1.1
Security Officer II	Mercer Benchmark - United States, 2021	Guards and patrols facilities and grounds to protect property and personnel against fire, theft, vandalism, illegal entry, and other hazards. Periodically tours premises; examines doors, windows, and gates to determine that they are secure; observes departing personnel to guard against thefts of company property; inspects equipment and stores to ascertain if tampering has occurred; reports irregularities; sounds alarm; and permits authorized persons to enter property. Examines credentials of persons desiring entrance to restricted areas. May be required to direct traffic on company premises. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property, and managing the operations of the library network and associated services. SUBFAMILY: Property, Facilities & Asset Security. Positions in this sub-family are responsible for the safety and security of the organizations' employees, clients, visitors and property. Activities include: Conducting loss prevention assessments, including identifying and characterizing potential risks. Developing processes and procedures to report on, manage and mitigate loss and security risks to acceptable levels. Overseeing and conducting security activities, including controlling entry and exit to the organization's premises and safeguarding facilities, equipment, materials and employee property. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	*+10% for Level	0.25	1.1

Figure 195: CSU Benchmark Job Market Pricing Details – Senior Budget Analyst (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Senior Budget Analyst	CompData Benchmark Pro - National - January, 2021	Assists in the development, analysis, and execution of budgets that are used to allocate current resources and estimate future financial requirements. May use cost-benefit analysis to review financial requests. Assesses program trade-offs and explores alternative funding methods for budgeted items. Prepares budget summaries for senior management review and approval. Monitors budget throughout the year to determine if funds have been spent as allocated. Recommends program cuts or reallocation of excess funds as needed. Bachelor's degree in accounting or finance required and two years experience. JOB FAMILY: Accounting and Finance.	*+20% for level	0	1.2
Senior Budget Analyst	CompData Colleges & Universities - January, 2021	Assists in the development of operation budgets and distribution of financial resources. Tracks, monitors, and analyzes data to ensure proper allocation, use, and status of funds. Reconciles and resolves data discrepancies between budget and actual expenses. Develops financial standards, policies, and procedures. Ensures adherence to budgeting and financial management policies and procedures. Bachelor's degree required and two years experience. JOB FAMILY: Accounting and Finance.	*+10% for level	0.25	1.1
Senior Budget Analyst	Mercer Benchmark - United States, 2021	Budget Accounting is a specialized area of internal management accounting focused on developing and monitoring annual revenue/expense budgets for the purpose of controlling funds and measuring annual operating results including: Developing budgets for various organizational units, product lines, etc. based on prior period budgets, revenue estimates, expense projections, and recent performance. Analyzing variance from budget, identifying issues/trends, and forecasting annual results. Recommending and implementing budgetary policies and procedures. FAMILY: Finance. This job family conducts the financial and accounting operations of the organization. Areas of responsibility include preparing, collecting and interpreting financial information; preparing budgets, reports, forecasts and statutory returns; conducting financial analyses of proposals, investments and fund sources; managing the organization's taxation affairs; managing cost accounting systems and cash flow; controlling treasury and ensuring compliance with regulatory standards. This job family also includes positions responsible for accounting administration activities such as accounts payable, accounts receivable, credit, collections, billing and invoicing. SUBFAMILY: Management Accounting. Positions in this sub-family are responsible for analyzing financial information and producing management reports for internal and external reporting and decision-making purposes. Information analyzed includes inventory, costs, revenue, expenditure, cash flow, profitability, operating performance, and budgets. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1

Figure 195: CSU Benchmark Job Market Pricing Details – Senior Budget Analyst (2 of 2)

Senior Budget Analyst	Mercer Benchmark - United States, 2021	Budget Accounting is a specialized area of internal management accounting focused on developing and monitoring annual revenue/expense budgets for the purpose of controlling funds and measuring annual operating results including: Developing budgets for various organizational units, product lines, etc. based on prior period budgets, revenue estimates, expense projections, and recent performance. Analyzing variance from budget, identifying issues/trends, and forecasting annual results. Recommending and implementing budgetary policies and procedures. FAMILY: Finance. This job family conducts the financial and accounting operations of the organization. Areas of responsibility include preparing, collecting and interpreting financial information; preparing budgets, reports, forecasts and statutory returns; conducting financial analyses of proposals, investments and fund sources; managing the organization's taxation affairs; managing cost accounting systems and cash flow; controlling treasury and ensuring compliance with regulatory standards. This job family also includes positions responsible for accounting administration activities such as accounts payable, accounts receivable, credit, collections, billing and invoicing. SUBFAMILY: Management Accounting. Positions in this sub-family are responsible for analyzing financial information and producing management reports for internal and external reporting and decision-making purposes. Information analyzed includes inventory, costs, revenue, expenditure, cash flow, profitability, operating performance, and budgets. CAREER STREAM Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Senior Budget Analyst	Western Management Group CompBase - Summer (CSULAX), 2021	Performs specialized financial, accounting or planning activities, investigations, coordination and analysis requiring competence and specialized knowledge of various financial functions such as budgeting, auditing, financial planning, taxes, consolidations and the like. Conducts special studies and surveys to summarize and analyze complex financial actions and prepare recommendations for policy, procedure, control or action. Provides interpretation and application of corporate or divisional level financial policies, governmental legislation, accounting theory or customer financial regulations that may require an advanced knowledge of financial principles, practices and application. Evaluates complex profit plans, operating records, financial statements and the like. Directs and/or assists in the preparation of special studies, reports, analyses and recommendations in areas such as budgets, forecasts, financial plans, governmental requirements, statistical reports and business forecasts for the financial community or management use. Coordinates with corporate/divisional management on the implementation of complex financial matters. Represents financial management in meetings with other organizations, within or outside of the company, to resolve mutual problems, implement new methods, procedures or budgetary controls. EDUCATION AND EXPERIENCE: Advanced knowledge of financial and accounting theory, principles and practices as would normally be obtained through a Bachelor's Degree in a financially related field, or equivalent experience, and 3 years of broad financial experience, or a Master's Degree and 2 years of experience.		0	1
Senior Budget Analyst	Western Management Group CompBase - Summer (CSULAX), 2021	Performs specialized financial, accounting or planning activities, investigations, coordination and analysis requiring competence and specialized knowledge of various financial functions such as budgeting, auditing, financial planning, taxes, consolidations and the like. Conducts special studies and surveys to summarize and analyze complex financial actions and prepare recommendations for policy, procedure, control or action. Provides interpretation and application of corporate or divisional level financial policies, governmental legislation, accounting theory or customer financial regulations that may require an advanced knowledge of financial principles, practices and application. Evaluates complex profit plans, operating records, financial statements and the like. Directs and/or assists in the preparation of special studies, reports, analyses and recommendations in areas such as budgets, forecasts, financial plans, governmental requirements, statistical reports and business forecasts for the financial community or management use. Coordinates with corporate/divisional management on the implementation of complex financial matters. Represents financial management in meetings with other organizations, within or outside of the company, to resolve mutual problems, implement new methods, procedures or budgetary controls. EDUCATION AND EXPERIENCE: Advanced knowledge of financial and accounting theory, principles and practices as would normally be obtained through a Bachelor's Degree in a financially related field, or equivalent experience, and 3 years of broad financial experience, or a Master's Degree and 2 years of experience.		0.17	1
Senior Budget Analyst	Western Management Group EduComp (CSULAX), 2021	Performs specialized financial, accounting or planning activities, investigations, coordination and analysis requiring competence and specialized knowledge of various financial functions such as budgeting, auditing, financial planning, taxes, consolidations and the like. Conducts special studies and surveys to summarize and analyze complex financial actions and prepare recommendations for policy, procedure, control or action. Provides interpretation and application of institution or divisional level financial policies, governmental legislation, accounting theory or financial regulations that may require an advanced knowledge of financial principles, practices and application. Evaluates complex profit plans, operating records, financial statements and the like. Directs and/or assists in the preparation of special studies, reports, analyses and recommendations in areas such as budgets, forecasts, financial plans, governmental requirements, statistical reports and business forecasts for the financial community or management use. Coordinates with institution /divisional management on the implementation of complex financial matters. Represents financial management in meetings with other organizations, within or outside of the institution, to resolve mutual problems, implement new methods, procedures or budgetary controls. Education and Experience: Bachelor degree in a financially related field and 3 - 5 years of experience.		0	1
Senior Budget Analyst	Western Management Group EduComp (CSULAX), 2021	Performs specialized financial, accounting or planning activities, investigations, coordination and analysis requiring competence and specialized knowledge of various financial functions such as budgeting, auditing, financial planning, taxes, consolidations and the like. Conducts special studies and surveys to summarize and analyze complex financial actions and prepare recommendations for policy, procedure, control or action. Provides interpretation and application of institution or divisional level financial policies, governmental legislation, accounting theory or financial regulations that may require an advanced knowledge of financial principles, practices and application. Evaluates complex profit plans, operating records, financial statements and the like. Directs and/or assists in the preparation of special studies, reports, analyses and recommendations in areas such as budgets, forecasts, financial plans, governmental requirements, statistical reports and business forecasts for the financial community or management use. Coordinates with institution /divisional management on the implementation of complex financial matters. Represents financial management in meetings with other organizations, within or outside of the institution, to resolve mutual problems, implement new methods, procedures or budgetary controls. Education and Experience: Bachelor degree in a financially related field and 3 - 5 years of experience.		0.25	1
Senior Budget Analyst	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Compiles and reviews the budgets for corporate departments, taking into consideration actual performance, previous expenditures, and estimated expenses and income. Maintains accurate spending records and establishes measures for budgetary control. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 196: CSU Benchmark Job Market Pricing Details – Sergeant

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Sergeant	CompData Colleges & Universities - January, 2021	Supervises, evaluates, and trains police officers and support staff responsible for the enforcement of local, state, and federal laws. Performs full range of patrol duties including responding to emergency calls, taking citizen complaints, making arrests and serving warrants, issuing citations, and conducting crime investigations. Maintains good working relationship with the community and serves as a liaison to other law enforcement agencies to ensure accurate flow of information. Associates degree in criminal justice required and three years experience. JOB FAMILY: Auxiliary Services.		0.25	1
Sergeant	Government Compensation in California Police-Cities (CSULAX), 2020	No Description		0	1
Sergeant	Government Compensation in California Police-Cities (CSULAX), 2020	No Description		0.5	1
Sergeant	Western Management Group EduComp (CSULAX), 2021	Supervises police officers and corporals under control during assigned shift. May supervise civilian telecommunications when assigned as communications supervisor. May assume higher level of responsibility in the absence of more senior police officers. Assigns, trains, and administers coaching and discipline to shift personnel. Ensures productive and efficient police responses to incidents. Maintains police officers' compliance with departmental regulations and procedures. Inspects, corrects, and approves reports submitted by police officers. Performs all duties of a police officer, including arresting criminals, testifying in court and protecting life and property. Education and Experience: Associate degree and two year college equivalent and 3 - 5 years law enforcement experience required.		0	1
Sergeant	Western Management Group EduComp (CSULAX), 2021	Supervises police officers and corporals under control during assigned shift. May supervise civilian telecommunications when assigned as communications supervisor. May assume higher level of responsibility in the absence of more senior police officers. Assigns, trains, and administers coaching and discipline to shift personnel. Ensures productive and efficient police responses to incidents. Maintains police officers' compliance with departmental regulations and procedures. Inspects, corrects, and approves reports submitted by police officers. Performs all duties of a police officer, including arresting criminals, testifying in court and protecting life and property. Education and Experience: Associate degree and two year college equivalent and 3 - 5 years law enforcement experience required.		0.25	1

Figure 197: CSU Benchmark Job Market Pricing Details – Shipping and Receiving Assistant I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Shipping and Receiving Assistant I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Serves to provide office and clerical support in a stockroom, warehousing, or shipping and receiving environment. Records stock and shipment data; completes shipping and receiving reports; reports damages and discrepancies for accounting, reimbursement, and recordkeeping.	20% for Level	0.5	1.2
Shipping and Receiving Assistant I	Mercer Benchmark - United States, 2021	Warehouse Shipping & Receiving includes: Receiving/inspecting goods and verifying items against the shipment record. Gathering, verifying, and packing items for shipment according to specifications and the applicable transportation method. Recording received and shipped items. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Shipping and Receiving Assistant I	Mercer Benchmark - United States, 2021	Warehouse Shipping & Receiving includes: Receiving/inspecting goods and verifying items against the shipment record. Gathering, verifying, and packing items for shipment according to specifications and the applicable transportation method. Recording received and shipped items. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0.25	1
Shipping and Receiving Assistant I	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs manual and clerical duties related to the shipment and receipt of materials, supplies, equipment and finished products. Maintains necessary files and documentation. Utilizes small hand tools and operates material handling equipment including fork lifts, skids, pallet handlers, hand trucks, etc. Typical shipping activities include: checking goods against shipping documents and authorizations; packing goods for shipment according to specifications, equipment characteristics, transportation methods and routes; verifying identification and quality of product; preparing bills of lading; posting weight and shipping charges; stamp, stencil or attach information and shipping instructions on containers; loading shipment onto carrier, maintaining inventory of cartons, tapes, crates, clamps, foam and other packing material. Typical receiving activities include: receipt and unpacking of goods; checking against bills of lading, packing slips, etc., verifying nomenclature, identification and quantity; maintaining records of goods received; rejects damaged, excess or misdirected goods, routes material to inspection, stores or other destinations. May provide work leadership to lower level employees. EDUCATION AND EXPERIENCE: Basic reading, writing and numerical ability, and 2 years of related experience. Excludes those with bona fide supervisory responsibilities.		0	1
Shipping and Receiving Assistant I	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs manual and clerical duties related to the shipment and receipt of materials, supplies, equipment and finished products. Maintains necessary files and documentation. Utilizes small hand tools and operates material handling equipment including fork lifts, skids, pallet handlers, hand trucks, etc. Typical shipping activities include: checking goods against shipping documents and authorizations; packing goods for shipment according to specifications, equipment characteristics, transportation methods and routes; verifying identification and quality of product; preparing bills of lading; posting weight and shipping charges; stamp, stencil or attach information and shipping instructions on containers; loading shipment onto carrier, maintaining inventory of cartons, tapes, crates, clamps, foam and other packing material. Typical receiving activities include: receipt and unpacking of goods; checking against bills of lading, packing slips, etc., verifying nomenclature, identification and quantity; maintaining records of goods received; rejects damaged, excess or misdirected goods, routes material to inspection, stores or other destinations. May provide work leadership to lower level employees. EDUCATION AND EXPERIENCE: Basic reading, writing and numerical ability, and 2 years of related experience. Excludes those with bona fide supervisory responsibilities.		0.25	1

Figure 198: CSU Benchmark Job Market Pricing Details – Software Developer II (1 of 2)

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Software Developer II	CompData Benchmark Pro - National - January, 2021	Prepares or modifies simple programs following well-defined specifications and instructions. Tests and debugs own programs. Performs work under close supervision and with much direction. Possesses basic knowledge of computer logic and one programming language. Bachelor's degree in computer science or related area required. JOB FAMILY: Information Systems.		0	1.1
Software Developer II	CompData Colleges & Universities - January, 2021	Prepares or modifies simple programs following well-defined specifications and instructions. Tests and debugs own programs. Performs work under close supervision and with much direction. Possesses basic knowledge of computer logic and one programming language. Bachelor's degree in computer science or related area required. JOB FAMILY: Information Systems.		0.25	1.1
Software Developer II	Mercer Benchmark - United States, 2021	General IT Applications Development includes analysis, programming, and configuration of end user applications and/or systems software including: Analyzing detailed business/functional/technical requirements and specifications for the application. Coding internally developed applications and/or configuring commercial-off-the-shelf (COTS) applications using programming, scripting, and database languages. Supporting application testing, deployment, maintenance, and evolution activities by correcting programming errors, responding to scope changes, and coding application enhancements. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Software Developer II	Mercer Benchmark - United States, 2021	General IT Applications Development includes analysis, programming, and configuration of end user applications and/or systems software including: Analyzing detailed business/functional/technical requirements and specifications for the application. Coding internally developed applications and/or configuring commercial-off-the-shelf (COTS) applications using programming, scripting, and database languages. Supporting application testing, deployment, maintenance, and evolution activities by correcting programming errors, responding to scope changes, and coding application enhancements. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.17	1
Software Developer II	Mercer Benchmark - United States, 2021	General IT Systems Software Development includes analysis, programming, and configuration of IT Systems Software (i.e., software for use in operating/controlling hardware and providing a platform for running internal end user/business applications). The work includes: Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives for the IT System. Writing code in lower-level programming languages to optimize the performance and efficiency of an organization's IT platform/infrastructure. Configuring, customizing, diagnosing, and enhancing vendor systems software (e.g., operating systems software and utilities that manage access to peripherals, facilitate networking, manage memory allocation, manage file storage on hard drives, etc.). Specialization Match Note: Match positions accountable for developing systems software for internal use to this. Specialization. Match positions accountable for developing systems software products for sale to external customers to the Systems Software Engineering. Specialization. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	For Reference	0	1
Software Developer II	Western Management Group CompBase - Summer (CSULAX), 2021	Applies knowledge of software architecture to perform professional software development tasks associated with the modification, design, development, and debugging of software applications or operating systems. Assignments are well defined and of moderate scope and technical complexity, where technical supervision provides an outline of the tasks to be performed and suggestions as to methods of approach and procedure to be followed. Guidance is readily available from other team members or management. Consults with team leader and/or management to develop schedules, milestones, and priorities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 1-3 years of relevant experience or equivalent. Typical incumbents may possess in excess of 5 years of actual related experience.		0	1

Figure 198: CSU Benchmark Job Market Pricing Details – Software Developer II (2 of 2)

Software Developer II	Western Management Group CompBase - Summer (CSULAX), 2021	Applies knowledge of software architecture to perform professional software development tasks associated with the modification, design, development, and debugging of software applications or operating systems. Assignments are well defined and of moderate scope and technical complexity, where technical supervision provides an outline of the tasks to be performed and suggestions as to methods of approach and procedure to be followed. Guidance is readily available from other team members or management. Consults with team leader and/or management to develop schedules, milestones, and priorities. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 1-3 years of relevant experience or equivalent. Typical incumbents may possess in excess of 5 years of actual related experience.		0.17	1
Software Developer II	Western Management Group EduComp (CSULAX), 2021	Conducts and coordinates the analysis, design and implementation of computer based information systems to meet user requirements. Plans and directs preliminary studies of potential electronic data processing applications and prepares design proposals to reflect costs, time and alternative actions to satisfy existing and future needs of the corporation. Participates in systems software development and maintenance as required. Conducts detailed analysis of defined systems specifications and develops all levels of block diagrams and flow charts. Assists in the preparation of costs analyses and justifications of data processing systems. Develops conversion and system implementation plans. Conducts a full range of programming tasks including program design, program coding, debugging and documentation for a variety of general applications programs including data manipulation, input and output routines reflecting a variety of equipment configurations. Programs logical interfaces and applies techniques for efficient program logic and data manipulation. Develops operator and control instructions; maintains and updates existing programs of a non-routine nature. Conducts systems programming and support activities such as new or revised segments of language codes or processing. Monitors effective hardware utilization, reviews system logic for optimum throughput. Work frequently includes program maintenance and error detection/correction of existing codes/languages and/or revisions to systems documentation. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 3 - 5 years systems analysis/programming activities in a business environment.		0	1
Software Developer II	Western Management Group EduComp (CSULAX), 2021	Conducts and coordinates the analysis, design and implementation of computer based information systems to meet user requirements. Plans and directs preliminary studies of potential electronic data processing applications and prepares design proposals to reflect costs, time and alternative actions to satisfy existing and future needs of the corporation. Participates in systems software development and maintenance as required. Conducts detailed analysis of defined systems specifications and develops all levels of block diagrams and flow charts. Assists in the preparation of costs analyses and justifications of data processing systems. Develops conversion and system implementation plans. Conducts a full range of programming tasks including program design, program coding, debugging and documentation for a variety of general applications programs including data manipulation, input and output routines reflecting a variety of equipment configurations. Programs logical interfaces and applies techniques for efficient program logic and data manipulation. Develops operator and control instructions; maintains and updates existing programs of a non-routine nature. Conducts systems programming and support activities such as new or revised segments of language codes or processing. Monitors effective hardware utilization, reviews system logic for optimum throughput. Work frequently includes program maintenance and error detection/correction of existing codes/languages and/or revisions to systems documentation. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 3 - 5 years systems analysis/programming activities in a business environment.		0.25	1
Software Developer II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs, develops, tests, debugs, and implements software applications in accordance with specifications and business needs. Develops program logic for new applications or analyzes and modifies logic in existing applications. Analyzes requirements, tests and integrates application components. Ensures that application improvements are successfully implemented. Typically works on a defined project and may work in a highly efficient ("Agile") development environment. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.16	1
Software Developer II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs, develops, tests, debugs and implements software that runs computers and technologies like smart devices, networking equipment, or machinery. Determines systems software design requirements. Ensures that system improvements are successfully implemented and monitored to increase efficiency. Generates systems software engineering policies, standards and procedures. May participate in all aspects of software development, from detailed programming to high-level system design. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	For Reference	0	1

Figure 199: CSU Benchmark Job Market Pricing Details – Software Developer IV (1 of 2)

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Software Developer IV	CompData Benchmark Pro - National - January, 2021	Coordinates the preparation, coding, testing, and debugging of complex programs. Analyzes and develops program flow. Provides training and guidance to lower level programmers. Possesses advanced knowledge of several programming languages, including current complex languages. Understands all phases of programming including computer logic and parameters for storing data. Has excellent communications skills and understanding of user environment and needs. Bachelor's degree in computer science or related area required and five years experience. JOB FAMILY: Information Systems.		0	1.1
Software Developer IV	CompData Colleges & Universities - January, 2021	Coordinates the preparation, coding, testing, and debugging of complex programs. Analyzes and develops program flow. Provides training and guidance to lower level programmers. Possesses advanced knowledge of several programming languages, including current complex languages. Understands all phases of programming including computer logic and parameters for storing data. Has excellent communications skills and understanding of user environment and needs. Bachelor's degree in computer science or related area required and five years experience. JOB FAMILY: Information Systems.		0.25	1.1
Software Developer IV	Mercer Benchmark - United States, 2021	General IT Applications Development includes analysis, programming, and configuration of end user applications and/or systems software including: Analyzing detailed business/functional/technical requirements and specifications for the application. Coding internally developed applications and/or configuring commercial-off-the-shelf (COTS) applications using programming, scripting, and database languages. Supporting application testing, deployment, maintenance, and evolution activities by correcting programming errors, responding to scope changes, and coding application enhancements. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0	1
Software Developer IV	Mercer Benchmark - United States, 2021	General IT Applications Development includes analysis, programming, and configuration of end user applications and/or systems software including: Analyzing detailed business/functional/technical requirements and specifications for the application. Coding internally developed applications and/or configuring commercial-off-the-shelf (COTS) applications using programming, scripting, and database languages. Supporting application testing, deployment, maintenance, and evolution activities by correcting programming errors, responding to scope changes, and coding application enhancements. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0.17	1
Software Developer IV	Mercer Benchmark - United States, 2021	General IT Systems Software Development includes analysis, programming, and configuration of IT Systems Software (i.e., software for use in operating/controlling hardware and providing a platform for running internal end user/business applications). The work includes: Identifying and analyzing business needs, conducting requirements gathering, and defining scope and objectives for the IT System. Writing code in lower-level programming languages to optimize the performance and efficiency of an organization's IT platform/infrastructure. Configuring, customizing, diagnosing, and enhancing vendor systems software (e.g., operating systems software and utilities that manage access to peripherals, facilitate networking, manage memory allocation, manage file storage on hard drives, etc.). Specialization Match Note: Match positions accountable for developing systems software for internal use to this. Specialization. Match positions accountable for developing systems software products for sale to external customers to the Systems Software Engineering. Specialization. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and ecommerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included. CAREER STREAM Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.	Reference Only	0	1

Figure 199: CSU Benchmark Job Market Pricing Details – Software Developer IV (2 of 2)

Software Developer IV	Western Management Group CompBase - Summer (CSULAX), 2021	Responsible for defining and developing software architecture for software development tasks associated with the modification, design, development, and debugging of software applications or operating systems. Assignments are of a highly complex nature and require advanced technical knowledge, including the development of new techniques. Projects may be proposed or initiated by the incumbent, and typically involve new products of significant value to the organization. Has in-depth knowledge of client needs and competing products. Ensures that schedules, milestones, and priorities are compatible with other department goals and projects. May act as a team leader on medium to large-scale projects. Provides leadership to other team members. Serves as division resource in area(s) of technical expertise. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 5-8 years of relevant experience or equivalent. Typical incumbents may possess in excess of 10 years of actual related experience.		0	1
Software Developer IV	Western Management Group CompBase - Summer (CSULAX), 2021	Responsible for defining and developing software architecture for software development tasks associated with the modification, design, development, and debugging of software applications or operating systems. Assignments are of a highly complex nature and require advanced technical knowledge, including the development of new techniques. Projects may be proposed or initiated by the incumbent, and typically involve new products of significant value to the organization. Has in-depth knowledge of client needs and competing products. Ensures that schedules, milestones, and priorities are compatible with other department goals and projects. May act as a team leader on medium to large-scale projects. Provides leadership to other team members. Serves as division resource in area(s) of technical expertise. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 5-8 years of relevant experience or equivalent. Typical incumbents may possess in excess of 10 years of actual related experience.		0.17	1
Software Developer IV	Western Management Group EduComp (CSULAX), 2021	Plans, conducts and coordinates the application of state-of-the-art information processing techniques to existing and future needs. Performs complex systems analysis and programming tasks requiring advanced techniques on the forefront of technology. Acts as senior consultant for lower staff, providing technical advice and consultation on complex analysis and programming applications. Reviews and evaluates feasibility studies and prepares recommendations based on in-depth knowledge of problem and the capabilities of potential approaches. Provides analytical support in the conceptualization, development and implementation of multiple, interlinked systems and programs. Generally responsible for the achievement of operational status within time parameters and with acceptable cost and operating performance. Prepares complex cost analysis and justification for difficult systems and programming projects. Generally acts as technical project leader for lower staff. This is the highest level technical, non-supervisory individual contributor position in the programmer/analyst job family. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 7 - 10 years of increasingly complex business programming experience in a business environment is required.		0	1
Software Developer IV	Western Management Group EduComp (CSULAX), 2021	Plans, conducts and coordinates the application of state-of-the-art information processing techniques to existing and future needs. Performs complex systems analysis and programming tasks requiring advanced techniques on the forefront of technology. Acts as senior consultant for lower staff, providing technical advice and consultation on complex analysis and programming applications. Reviews and evaluates feasibility studies and prepares recommendations based on in-depth knowledge of problem and the capabilities of potential approaches. Provides analytical support in the conceptualization, development and implementation of multiple, interlinked systems and programs. Generally responsible for the achievement of operational status within time parameters and with acceptable cost and operating performance. Prepares complex cost analysis and justification for difficult systems and programming projects. Generally acts as technical project leader for lower staff. This is the highest level technical, non-supervisory individual contributor position in the programmer/analyst job family. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 7 - 10 years of increasingly complex business programming experience in a business environment is required.		0.25	1
Software Developer IV	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs, develops, tests, debugs, and implements software applications in accordance with specifications and business needs. Develops program logic for new applications or analyzes and modifies logic in existing applications. Analyzes requirements, tests and integrates application components. Ensures that application improvements are successfully implemented. Typically works on a defined project and may work in a highly efficient ("Agile") development environment. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently, with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.		0.16	1
Software Developer IV	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs, develops, tests, debugs and implements software that runs computers and technologies like smart devices, networking equipment, or machinery. Determines systems software design requirements. Ensures that system improvements are successfully implemented and monitored to increase efficiency. Generates systems software engineering policies, standards and procedures. May participate in all aspects of software development, from detailed programming to high-level system design. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently, with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.	Reference Onl	0	1

Figure 200: CSU Benchmark Job Market Pricing Details – Speech Pathologist

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Speech Pathologist	CompData Health Care - National - January, 2021	Diagnoses and evaluates speech and language skills as related to medical, social and psychological factors. Plans, directs or conducts rehabilitative treatment programs to restore communicative efficiency of individuals with communication problems of organic and non-organic etiology. Provides counseling and language development therapy. Reviews individual file to obtain background information to determine appropriate tests. Develops and implements individualized plans for assigned clients to meet individual needs, interests and abilities. Evaluates and monitors individuals using audio-visual equipment such as tape recorders, overhead projectors and demonstrative materials. Reviews treatment plan, and if needed, modifies or writes new programs. Maintains records as required by law and administrative regulations. Certified Speech Pathologist. JOB FAMILY: Clinical.		0.33	1
Speech Pathologist	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Assesses, diagnoses, and treats speech, language, cognitive, communication, voice, swallowing, fluency, and other related disorders. Also keeps records, monitors progress, and counsels patients and their family members. FAMILY: Rehabilitation.		0	1
Speech Pathologist	Mercer IHN Module 5 - Healthcare Individual Contributors, 2021	Assesses, diagnoses, and treats speech, language, cognitive, communication, voice, swallowing, fluency, and other related disorders. Also keeps records, monitors progress, and counsels patients and their family members. FAMILY: Rehabilitation.		0.34	1
Speech Pathologist	WTW Health Care Middle Management, Professional and Support, 2021	Examines, tests, diagnoses and administers remedial treatments for patients with speech and hearing disorders. Evaluates patients regarding the application of a wide variety of therapeutic techniques for rehabilitation of speech, language, hearing and oral motor disorders. Records speech samples and conducts phonetic analyses of speech ability. Documents test results and recommends remedial treatment. Performs evaluations with special attention to receptive and expressive language skills, speech fluency, vocal and oral motor competence, articulation and auditory skills. Confers with associates and institutes treatment utilizing corrective exercises and special equipment. Maintains active and support communication with the patient regarding progress, problems, home programs and other issues related to the therapeutic process. LEVEL: Career (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.33	1

Figure 201: CSU Benchmark Job Market Pricing Details – Sports Information Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Sports Information Professional II	CompData Colleges & Universities - January, 2021	Manages publicity of the university's athletic programs. Coordinates with print, radio, and television media outlets to promote coverage. Writes news releases, updates websites, and creates media guides and other publications. Oversees compilation and reporting of scores and statistics from sporting events. Bachelor's degree required and two years experience. JOB FAMILY: Athletics and Fitness Center.	-10% for Level	0.5	0.9
Sports Information Professional II	Western Management Group EduComp (CSULAX), 2021	Manages the preparation and dissemination news releases, articles, WEB site updates and other communications regarding University athletic games, programs and events. Prepares or supervises the preparation of media guides, programs and brochures for the Athletic Department. Maintains media relations with campus, local, regional, and national correspondents. Coordinates special Athletic Department functions such as news conferences and press parties. May attend home and away games in order to conduct interviews with coaches and athletes. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree in Journalism or related field and 4 - 5 years of experience in sports journalism.	-20% for Level	0.5	0.8

Figure 202: CSU Benchmark Job Market Pricing Details – Storekeeper I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Storekeeper I	ERI Salary Assessor (CSULAX), 2021	No Description		1	1

Figure 203: CSU Benchmark Job Market Pricing Details – Student Accessibility Resource Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Accessibility Resource Professional III	CompData Colleges & Universities - January, 2021	Develops and maintains the organization's plan for students with disabilities. Oversees the admissions, assessment, advising, orientation, and registration process for disabled students and provides ongoing support. Reviews records to determine student eligibility and makes recommendations. Assists students with determining courses and developing an academic plan. Processes paperwork and ensures confidentiality of records. Maintains compliance with all local, state, and federal regulations and adheres to departmental and organizational policies and procedures. Bachelor's degree required and two years experience. JOB FAMILY: Human Resources.	+10% for Level	0.5	1.1
Student Accessibility Resource Professional III	Western Management Group EduComp (CSULAX), 2021	Responsible for overall management of the day-to-day operations of the Office of Disability Services (ODS) including the coordination of accommodations and support services for students, staff, faculty and visitors with disabilities as well as support the overall strategic objectives of ODS. Supervises administrative officers, Social Workers, sign-language interpreters, and other part-time student-staff. Advises students, parents, faculty, staff and University administrators on disability issues. Assumes responsibility for overseeing determination of accommodations and coordination for services for students, staff, faculty and visitors with physical and sensory disabilities, including chronic medical conditions. May report to Director, Disability Services. Education and Experience: Bachelor degree and 5 - 7 years of relevant experience.	-20% for Level	0.5	0.8

Figure 204: CSU Benchmark Job Market Pricing Details – Student Accessibility Resource Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Accessibility Resource Professional IV	CompData Colleges & Universities - January, 2021	Develops and maintains the organization's plan for students with disabilities. Oversees the admissions, assessment, advising, orientation, and registration process for disabled students and provides ongoing support. Reviews records to determine student eligibility and makes recommendations. Assists students with determining courses and developing an academic plan. Processes paperwork and ensures confidentiality of records. Maintains compliance with all local, state, and federal regulations and adheres to departmental and organizational policies and procedures. Bachelor's degree required and two years experience. JOB FAMILY: Human Resources.	+20% for Level	0.5	1.2
Student Accessibility Resource Professional IV	Western Management Group EduComp (CSULAX), 2021	Responsible for overall management of the day-to-day operations of the Office of Disability Services (ODS) including the coordination of accommodations and support services for students, staff, faculty and visitors with disabilities as well as support the overall strategic objectives of ODS. Supervises administrative officers, Social Workers, sign-language interpreters, and other part-time student-staff. Advises students, parents, faculty, staff and University administrators on disability issues. Assumes responsibility for overseeing determination of accommodations and coordination for services for students, staff, faculty and visitors with physical and sensory disabilities, including chronic medical conditions. May report to Director, Disability Services. Education and Experience: Bachelor degree and 5 - 7 years of relevant experience.	-10% for Level	0.5	0.9

Figure 205: CSU Benchmark Job Market Pricing Details – Student Health and Wellbeing Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Health and Wellbeing Professional IV	Western Management Group EduComp (CSULAX), 2021	Acts as expert resource for the wellness programs both on campus and at professional conferences. Promotes wellness programs through active, ongoing communications. Develops and delivers curricula for programs, using various platforms (in-person, telephone, internet, mobile apps). Provides counseling to individuals on wellness/healthy living activities and programs. Reviews and analyzes trends to advise and develop recommendations to achieve goals of the wellness program. Represents the program or function within the department, unit or school. May also represent the program or function at the university level and/or to external constituencies. Hires, orients and provides ongoing training and supervises wellness program staff. Plans budget for long term vision; oversees annual budget, monitors and approves expenditures. Education and Experience: Bachelor degree and 5 - 7 years of related experience.		0	1
Student Health and Wellbeing Professional IV	Western Management Group EduComp (CSULAX), 2021	Acts as expert resource for the wellness programs both on campus and at professional conferences. Promotes wellness programs through active, ongoing communications. Develops and delivers curricula for programs, using various platforms (in-person, telephone, internet, mobile apps). Provides counseling to individuals on wellness/healthy living activities and programs. Reviews and analyzes trends to advise and develop recommendations to achieve goals of the wellness program. Represents the program or function within the department, unit or school. May also represent the program or function at the university level and/or to external constituencies. Hires, orients and provides ongoing training and supervises wellness program staff. Plans budget for long term vision; oversees annual budget, monitors and approves expenditures. Education and Experience: Bachelor degree and 5 - 7 years of related experience.		1	1

Figure 206: CSU Benchmark Job Market Pricing Details – Student Life Coordinator I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Life Coordinator I	CompData Colleges & Universities - January, 2021	Assists with the development, organization, and oversight of extra-curricular programs. Coordinates the planning and facilitation of student activities in accordance with organizational goals and objectives. Promotes student involvement in programs and activities. Works with students to design promotional materials including posters, flyers, and brochures. Performs administrative tasks as needed. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.		1	1

Figure 207: CSU Benchmark Job Market Pricing Details – Student Life Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Life Professional III	CompData Colleges & Universities - January, 2021	Assists with the development, organization, and oversight of extra-curricular programs. Coordinates the planning and facilitation of student activities in accordance with organizational goals and objectives. Promotes student involvement in programs and activities. Works with students to design promotional materials including posters, flyers, and brochures. Performs administrative tasks as needed. Bachelor's degree required and one year experience. JOB FAMILY: Student Affairs and Activities.		0.25	1.2
Student Life Professional III	CompData Colleges & Universities - January, 2021	Coordinates all aspects of Student Judicial Affairs programs and services. Administers the student conduct and grade grievance system. Advises students of the policies, procedures, and their rights when code of conduct violations have occurred. Acts as a liaison between students and the judicial board. Assists with departmental plans and budgets as needed. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.		0.25	1.1
Student Life Professional III	CompData Colleges & Universities - January, 2021	Directs the campus ministry team's development and organization of faith-based services for the students and faculty. Encourages student involvement and growth through the development of activities, community service projects, and general teachings. Oversees departmental strategic plans and budgets. Manages staff ensuring objectives and goals are in alignment with organizational mission and values. Master's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.	-10% for Level	0	0.8
Student Life Professional III	CompData Colleges & Universities - January, 2021	Manages fraternity and sorority housing contracts and room assignment processes. Advises student leaders on recruitment procedures and membership programs. Promotes membership, citizenship, and chapter management. Collaborates with Greek organization leaders to develop and implement leadership training and risk management. Acts as a liaison to other campus departments regarding Greek life issues and concerns. Serves as the primary resource on Greek organizational issues. Maintains accurate membership and participation records. Coordinates facility renovations and maintenance. Hires, evaluates, and trains support staff. Bachelor's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.	-10% for Level	0	0.8
Student Life Professional III	Western Management Group EduComp (CSULAX), 2021	Advises the institution's fraternities and sororities. Develops, implements and evaluates all Greek Life programs and policies. Facilitates educational programs on relevant topics. Supervises House Directors. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Master degree and 5 - 7 years of related experience.	-20% for Level	0.25	0.8
Student Life Professional III	Western Management Group EduComp (CSULAX), 2021	Leads, plans, and directs the pastoral ministry and religious activities of the campus. Advises on policies and issues affecting the well-being of the campus community. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Equivalent to Master degree and 5 - 7 years of experience.	-20% for Level	0.25	0.8

Figure 208: CSU Benchmark Job Market Pricing Details – Student Life Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Life Professional IV	CompData Colleges & Universities - January, 2021	Assists with the development, implementation, and evaluation of programs and activities. Researches and assesses clubs, programs, and resources. Acts as a liaison between students and student groups to assist with issues resolution. Supervises, trains, and mentors support staff. Develops and implements strategic plans with guidance. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.	+15% for Level	0.25	1.15
Student Life Professional IV	CompData Colleges & Universities - January, 2021	Coordinates all aspects of Student Judicial Affairs programs and services. Administers the student conduct and grade grievance system. Advises students of the policies, procedures, and their rights when code of conduct violations have occurred. Acts as a liaison between students and the judicial board. Assists with departmental plans and budgets as needed. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.	+20% for Level	0.25	1.2
Student Life Professional IV	CompData Colleges & Universities - January, 2021	Directs the campus ministry team's development and organization of faith-based services for the students and faculty. Encourages student involvement and growth through the development of activities, community service projects, and general teachings. Oversees departmental strategic plans and budgets. Manages staff ensuring objectives and goals are in alignment with organizational mission and values. Master's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.	-10% for Level	0	0.9
Student Life Professional IV	CompData Colleges & Universities - January, 2021	Manages fraternity and sorority housing contracts and room assignment processes. Advises student leaders on recruitment procedures and membership programs. Promotes membership, citizenship, and chapter management. Collaborates with Greek organization leaders to develop and implement leadership training and risk management. Acts as a liaison to other campus departments regarding Greek life issues and concerns. Serves as the primary resource on Greek organizational issues. Maintains accurate membership and participation records. Coordinates facility renovations and maintenance. Hires, evaluates, and trains support staff. Bachelor's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.	-10% for Level	0	0.9
Student Life Professional IV	Western Management Group EduComp (CSULAX), 2021	Advises the institution's fraternities and sororities. Develops, implements and evaluates all Greek Life programs and policies. Facilitates educational programs on relevant topics. Supervises House Directors. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Master degree and 5 - 7 years of related experience.	-10% for Level	0.25	0.9
Student Life Professional IV	Western Management Group EduComp (CSULAX), 2021	Leads, plans, and directs the pastoral ministry and religious activities of the campus. Advises on policies and issues affecting the well-being of the campus community. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Equivalent to Master degree and 5 - 7 years of experience.	-10% for Level	0.25	0.9

Figure 209: CSU Benchmark Job Market Pricing Details – Student Personnel Technician, Financial Aid

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Personnel Technician, Financial Aid	CompData Colleges & Universities - January, 2021	Works with parents and students to create a detailed plan to pay for college including personal finances, student loans, government grants, and scholarships. Provides necessary documents and helps parents and students fill out the forms. Counsels students on loan repayments procedures. Bachelor's degree and two years experience. JOB FAMILY: Enrollment Services.	~10% for Level	0.5	0.9
Student Personnel Technician, Financial Aid	Western Management Group EduComp (CSULAX), 2021	Evaluates and analyzes financial information submitted by applicants to determine eligibility for financial assistance and determines type and amount of aid to be awarded in accordance with established federal and university standards and guidelines. Participates in the administration of financial aid programs such as federal work-study program. Entry level exempt classification. Education and Experience: Bachelor degree and no experience.		0	1
Student Personnel Technician, Financial Aid	Western Management Group EduComp (CSULAX), 2021	Evaluates and analyzes financial information submitted by applicants to determine eligibility for financial assistance and determines type and amount of aid to be awarded in accordance with established federal and university standards and guidelines. Participates in the administration of financial aid programs such as federal work-study program. Entry level exempt classification. Education and Experience: Bachelor degree and no experience.		0.5	1

Figure 210: CSU Benchmark Job Market Pricing Details – Student Recreation Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Recreation Professional II	CompData Colleges & Universities - January, 2021	Assists with the overall coordination and functionality of the recreation and intramural sport program. Develops marketing plans for scheduled programs and events. Schedules all programs and creates team schedules. Oversees facilities maintenance and inventory, approving repairs and purchases within budget guidelines. Participates in risk management training. Trains and supervises support staff. Provides assistance with the development of annual programs goals, strategic planning, and budgeting. Bachelor's degree required and two years experience. JOB FAMILY: Student Affairs and Activities.	~5% for Duties	0.5	0.95
Student Recreation Professional II	Western Management Group EduComp (CSULAX), 2021	Directs the operational aspects of club (intramural) programs offered on campus. Plans and schedules intramural sports, physical education and recreational events. Administers and monitors budget. Participates in planning and coordination of programs and policy. Coordinates travel for events and tournaments. Responsible for scheduling and planning locations for these events. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree and 3 - 5 years of related experience.	~15% for Level	0	0.85
Student Recreation Professional II	Western Management Group EduComp (CSULAX), 2021	Directs the operational aspects of club (intramural) programs offered on campus. Plans and schedules intramural sports, physical education and recreational events. Administers and monitors budget. Participates in planning and coordination of programs and policy. Coordinates travel for events and tournaments. Responsible for scheduling and planning locations for these events. Manages staff, makes hiring decisions, provides coaching, training and mentoring, manages performance and determines staffing needs. Education and Experience: Bachelor degree and 3 - 5 years of related experience.	~15% for Level	0.5	0.85

Figure 211: CSU Benchmark Job Market Pricing Details – Student Services Professional I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Services Professional I	Western Management Group EduComp (CSULAX), 2021	Counsels/advises students, prospective students and parents on matters of admissions. Advises prospective and continuing students on how to apply for admission. Travels to represent the University as a recruiter, as a liaison with alumni or employers, at conferences or other related activities. May plan and coordinate events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Notices and assists students in distress, directing students to appropriate resources. Supports the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 1 - 2 years of related experience.		0	0
Student Services Professional I	Western Management Group EduComp (CSULAX), 2021	Counsels/advises students, prospective students and parents on matters of admissions. Advises prospective and continuing students on how to apply for admission. Travels to represent the University as a recruiter, as a liaison with alumni or employers, at conferences or other related activities. May plan and coordinate events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Notices and assists students in distress, directing students to appropriate resources. Supports the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 1 - 2 years of related experience.		1	1

Figure 212: CSU Benchmark Job Market Pricing Details – Student Services Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Services Professional II	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.		0	0
Student Services Professional II	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.		1	1

Figure 213: CSU Benchmark Job Market Pricing Details – Student Success Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Success Professional II	CompData Colleges & Universities - January, 2021	Evaluates students' current academic level and assists with selecting an appropriate course of study. Arranges tutoring for students as needed. Administers policies and procedures regarding students' rights and responsibilities. Works collaboratively with faculty to achieve student success. Hires, trains, supervises, and evaluates support staff as needed. Bachelor's degree required and three years experience. JOB FAMILY: Student Affairs and Activities.		0.34	1
Student Success Professional II	CompData Colleges & Universities - January, 2021	Provides guidance and direction to students or staff in an educational setting. Determines goals and objectives with subjects and charts logical development or correctional activities. Monitors and evaluates the program progress. May conduct workshops and group counseling sessions. Refers subjects to designated professionals or services for further assessments. Reports activities and maintains subject files. Bachelor's degree required and one year experience. JOB FAMILY: Student Housing and Health Services.	*-10% for Dutie	0.33	0.9
Student Success Professional II	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may assist with recruitment, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Plans and manages events, including but not limited to student open-houses, visits, tours, and off-site receptions; works closely with faculty, alumni, and administration and current students to coordinate their participation in events; produces written materials relating to events. Participates in the selection process, including review and evaluation of candidates, interviews and serves on selection committees making recommendations regarding final admission decisions; assists with transfer selection as needed. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Provides advice to students regarding difficult and/or sensitive situations; serves as academic advisor to students. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meet with students to discuss long-range academic plans and career goals. Supports and may develop programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 2 - 3 years of related experience.		0.34	1

Figure 214: CSU Benchmark Job Market Pricing Details – Student Success Professional IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Student Success Professional IV	CompData Colleges & Universities - January, 2021	Directs all programs and services for the organization's learning resources center. Coordinates operations of the learning resources center and activities of other organizational departments. Collaborates with patrons and staff to build collections. Provides instructional and research assistance to patrons. Hires and directs support staff. Ensures adherence to departmental and organizational policies and procedures. Develops and oversees departmental strategic plans and budget. Master's degree required and seven years experience. JOB FAMILY: Library and Media Services.	*-10% for Leve	0.5	0.9
Student Success Professional IV	Western Management Group EduComp (CSULAX), 2021	Counsels, advises, and may recruit, and/or select students and prospective students on matters of admissions. Counsels and advises prospective students on how to apply for admission; may respond to conflicts between applicants and school and suggest possible resolutions. Travels and makes presentations about the school to audiences around the country; interfaces with relevant advisors and serves as school ambassador to outside groups. Manages events, including but not limited to student open-houses, visits, tours, and off-site receptions. Recruits, evaluates and assists in the selection of students for admission or acceptance into selective programs. Provides academic advising services to current students, potential majors, minors, and others; utilizes confidential information and conducts confidential conversations to provide these services. Collaborates with staff and faculty from across the University to provide support and academic advising for complicated/sensitive situations involving students in distress or crisis. Situations may require communicating with parents. Meets one-on-one in office as well as in group settings with students to provide advice and counsel on curriculum-specific matters, major exploration issues, affiliation, College and University policy and procedure, and non-academic factors affecting academic performance; meets with students to discuss long-range academic plans and career goals. Develops programs for the college in areas of diversity, equity and inclusion. Education and Experience: Bachelor degree and 3 - 5 years of related experience.	*+10% for Leve	0.5	1.1

Figure 215: CSU Benchmark Job Market Pricing Details – Supervising Electrician

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Supervising Electrician	CompData Benchmark Pro - National - January, 2021	Repairs complex electrical equipment, including automated machines, controls, panels, relays, circuit breakers, communication systems and alarms. Installs electrical equipment with minimal instructions. Diagnoses problems, replaces or repairs parts, and detects and replaces defective control modules. Performs complex wiring assignments. Installs power, light, electronic, and control circuits. Provides technical assistance to lower level maintenance electricians. High school education or equivalent and electrical journey person's license required, and three years experience. JOB FAMILY: Facilities Maintenance.	+10% for level	0	1.2
NEW - Supervising Electrician	CompData Colleges & Universities - January, 2021	Repairs complex electrical equipment, including automated machines, controls, panels, relays, circuit breakers, communication systems and alarms. Installs electrical equipment with minimal instructions. Diagnoses problems, replaces or repairs parts, and detects and replaces defective control modules. Performs complex wiring assignments. Installs power, light, electronic, and control circuits. Provides technical assistance to lower level maintenance electricians. High school education or equivalent and electrical journey person's license required, and three years experience. JOB FAMILY: Facilities Maintenance.	+10% for level	0	1.2
NEW - Supervising Electrician	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns task, prioritizes, and coordinates the activities of workers engaged in the installation and maintenance of electrical systems. Informs work crews of changing codes. May help train new workers. Serves as a mentor for less-experienced team members. Inspects work in progress and completed work to determine conformance to specifications. Reports supervisors under 700000 in the Professionals Survey whether exempt or non-exempt.	+10% for level	0	1.1
NEW - Supervising Electrician	Mercor Benchmark - United States, 2021	Electronic Equipment Technician work focuses on installing, calibrating, and testing electronic equipment and systems including: Assisting electrical engineers with developing technical solutions related to the operation and performance of electronic devices and systems; installing, calibrating, repairing, and upgrading components of electronic devices and systems; control equipment/circuitry; electrical panels, and facility electrical infrastructure. Inspecting and maintaining equipment using tools such as voltmeters and PC-based diagnostic software. May use computer-aided design software (CAD/CAM/CAE) to model proposed electrical systems to assess safety and reliability. FAMILY: Engineering & Science. This job family is responsible for the engineering and technical operations of the organization, managing or performing scientific research and development, as well as studying the structure and behavior of the natural world. Activities include undertaking research, design, and development activities to improve the organization's products and services; designing, constructing, testing and operating equipment ensuring that standards of quality, cost, safety, reliability, timeliness and performance are met in production processes; interpreting plans, drawings and specifications; developing and testing theories on the physical, chemical, and/or biological properties of materials and ingredients under various conditions; scientific research or quality testing in a laboratory environment; researching the environmental effects of the organization's activities; and studying the physical structure, characteristics and processes of the Earth. SUB FAMILY: Engineering Technologists & Technicians. Positions in this sub-family are responsible for performing work associated with engineering technologists and technicians. This sub-family captures various types of technologists and technicians, regardless of their area of specialization. Technologists and technicians who work in an Engineering discipline, or a related Engineering trade, but that do not possess the formal educational and experience requirements of a certified Engineer should be matched to this sub-family CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for level	0.5	1.1
NEW - Supervising Electrician	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled duties to install, maintain and repair facility electrical equipment and systems. Installs electrical equipment and fixtures including circuit breakers, controllers, switches, motors, meters, conduit, relays, transmission systems and the like. Reads and interprets blueprints, construction drawings, wiring diagrams, schematics and follows verbal instructions to plan and layout conduit, install transmission equipment and ensure proper operation of installed electrical equipment and systems. Troubleshoots electrical malfunctions to isolate and repair electrical problems. Uses a variety of test equipment to determine electrical transmission and operation problems. Uses a variety of hand and power tools to install and repair electrical equipment, fixtures and transmission systems. May provide work leadership to other maintenance personnel. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of the practices, tools, equipment and materials used in the electricians trade as would normally be obtained through technical or trade school and experience equivalent to a journey level electrician. Ability to read, understand and interpret blueprints, construction drawings and wiring diagrams. Knowledge and understanding of pertinent local and national electrical codes. Excludes those with bona fide supervisory responsibilities. Include only those who specialize in electrician tasks as the major component of the job.	+20% for level	0	1.2
NEW - Supervising Electrician	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Repairs, installs, replaces and tests electrical circuits, equipment and appliances using hand tools and testing instruments to supply electrical power for lighting, equipment and machine operations. LEVEL: Lead/Advanced (Technical Support) (T4). ALIGNS WITH: Global Grades 09 and 10. Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience. Proposes improvements to processes. May act as a lead, coordinating and facilitating the work of others but is not a supervisor. Works autonomously within established procedures and practices. Spends a majority of working time performing the same work processes and activities as employees on team. Global Grade 10 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Analyzes the most complex technical problems and delivers solutions where precedent may not exist. Global Grade 09 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. Solves complex problems of a recurring nature.	+10% for level	0.5	1.1
NEW - Supervising Electrician	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Repairs, installs, replaces and tests electrical circuits, equipment and appliances using hand tools and testing instruments to supply electrical power for lighting, equipment and machine operations. LEVEL: Lead/Advanced (Technical Support) (T4). ALIGNS WITH: Global Grades 09 and 10. Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience. Proposes improvements to processes. May act as a lead, coordinating and facilitating the work of others but is not a supervisor. Works autonomously within established procedures and practices. Spends a majority of working time performing the same work processes and activities as employees on team. Global Grade 10 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Analyzes the most complex technical problems and delivers solutions where precedent may not exist. Global Grade 09 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. Solves complex problems of a recurring nature.		0	1.1

Figure 216: CSU Benchmark Job Market Pricing Details – Supervising Locksmith

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Supervising Locksmith	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates the activities of workers engaged in repairing and opening locks, making keys, changing locks and safe combinations, and installing and repairing safes. May help train new workers. Serves as a mentor for less-experienced team members. Report supervisors under 700000 in the Professionals Survey, whether exempt or non-exempt.	+10% for level	0	1.1
NEW - Supervising Locksmith	Mercer Benchmark - United States, 2021	Responsible for the installation, repair, maintenance, service and inspection of locks and locking devices. May cut metal keys and/or produce mechanical and electronic keys. Responsible for key security and inventory including documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+20% for level	0	1.2
NEW - Supervising Locksmith	Mercer Benchmark - United States, 2021	Responsible for the installation, repair, maintenance, service and inspection of locks and locking devices. May cut metal keys and/or produce mechanical and electronic keys. Responsible for key security and inventory including documentation. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+20% for level	1	1.2

Figure 217: CSU Benchmark Job Market Pricing Details – Supervising Metal Worker

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW-Supervising Metal Worker	CUPA Staffin Higher Education (CSULAX), 2020-2021	Fabricate, assemble, install, and repair sheet metal products and equipment. May set up and operate fabricating machines to cut, bend, and straighten sheet metal.	+20% for Level	0	1.2
NEW-Supervising Metal Worker	CUPA Staffin Higher Education (CSULAX), 2020-2021	Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.	+20% for Level	0	1.2
NEW-Supervising Metal Worker	Mercer Benchmark - United States, 2021	Repair & Maintenance Welding work focuses on repairing and maintaining equipment, structures, and fixtures by applying heat to bond/fuse metal surfaces or parts together including: Using hand welding and flame cutting equipment such as arc welders, gas welders, and gas torches to assemble metal components into parts for equipment. Maintaining and repairing manufacturing production equipment, structures, pipe systems, and ductwork. Inspecting existing weldments to identify areas of weakness. May also use welding equipment to perform metal cutting/trimming work or fabricate simple fixtures. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for Level	0	1.1
NEW-Supervising Metal Worker	Mercer Benchmark - United States, 2021	Repair & Maintenance Welding work focuses on repairing and maintaining equipment, structures, and fixtures by applying heat to bond/fuse metal surfaces or parts together including: Using hand welding and flame cutting equipment such as arc welders, gas welders, and gas torches to assemble metal components into parts for equipment. Maintaining and repairing manufacturing production equipment, structures, pipe systems, and ductwork. Inspecting existing weldments to identify areas of weakness. May also use welding equipment to perform metal cutting/trimming work or fabricate simple fixtures. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for Level	0.5	1.1
NEW-Supervising Metal Worker	Western Management Group CompBase - Summer (CSULAX), 2021	Under general direction, plans and performs welding assignments to build a variety of subassemblies. Works from blueprints, drawings and verbal instructions to perform welding operations. Plans and lays out work, developing fixtures as required. Uses a variety of welding processes such as heliarc welding, arc welding, gas welding, brazing, silver soldering and soft soldering to join metals such as aluminum, steel, copper and brass. Performs layout operations, develops fixtures for one-of-a-kind units, and may select optimum welding process. Inspects work upon completion. May perform related work such as flame cutting, bending, forming, beveling, notching and template or fixture making. Utilizes a variety of standard shop hand tools, measuring devices and equipment. May provide work leadership to others. EDUCATION AND EXPERIENCE: Ability to read, write and perform required shop mathematics, and 4 years of production welding operations. This is the fully qualified and experienced working level.	20% Premium	0	1.2
NEW-Supervising Metal Worker	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Welds all types of commonly used metals and alloys of various sizes, shapes and thicknesses, including dissimilar metals such as copper to steel. Operates various hand-welding, flame-cutting, hand-soldering or brazing equipment to weld or join metal components or to fill holes, indentations or seams of fabricated metal products. May set up, operate and/or tend to robots that weld, braze, solder or heat treat metal products, components or assemblies. LEVEL: Lead/Advanced (Technical Support) (T4). ALIGNS WITH: Global Grades 09 and 10. Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience. Proposes improvements to processes. May act as a lead, coordinating and facilitating the work of others but is not a supervisor. Works autonomously within established procedures and practices. Spends a majority of working time performing the same work processes and activities as employees on team. Global Grade 10 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Analyzes the most complex technical problems and delivers solutions where precedent may not exist. Global Grade 09 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. Solves complex problems of a recurring nature.	+10% for Level	0.5	1.1

Figure 218: CSU Benchmark Job Market Pricing Details – Supervising Painter

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Supervising Painter	CompData Benchmark Pro - National - January, 2021	Applies, removes, mixes, and matches paint. Repairs, sands, patches, and tapes surfaces to prepare for painting. Uses a variety of hand tools, such as brushes, paintrollers, and sponges as well as hand power tools. Builds scaffolds to work from as necessary. Trains and mentors subordinate employees. High school education or equivalent preferred and three years experience. JOB FAMILY: Facilities Maintenance.	+20% for level	0	1.2
NEW - Supervising Painter	CompData Colleges & Universities - January, 2021	Applies, removes, mixes, and matches paint. Repairs, sands, patches, and tapes surfaces to prepare for painting. Uses a variety of hand tools, such as brushes, paintrollers, and sponges as well as hand power tools. Builds scaffolds to work from as necessary. Trains and mentors subordinate employees. High school education or equivalent preferred and three years experience. JOB FAMILY: Facilities Maintenance.	+20% for level	0	1.2
NEW - Supervising Painter	CUPA Staff in Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates the activities of workers engaged in interior or exterior painting. May help train new workers. Serves as a mentor for less-experienced team members. Inspects work in progress and completed work to determine conformance to specifications. Report supervisors under 700000 in the Professionals Survey, whether exempt or non-exempt.	+10% for level	0	1.1
NEW - Supervising Painter	Mercer Benchmark - United States, 2021	Responsible for painting various surfaces as required and in accordance with established safety procedures. Responsible for the preparation of various surfaces and the application of paints, enamels, stains, shellac, varnishes, or other finishes using brushes, sprayers, or rollers. Mixes paints and matches colors using proper proportions of pigment, oil, base, and thinner. Must utilize proper painting and finishing application procedures to ensure quality of work. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment; operating, monitoring and maintaining machines and production equipment; and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry-specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for level	0.5	1.1
NEW - Supervising Painter	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Paints, varnishes, stains, enamels, lacquers and redecorates walls, woodwork and fixtures. Mixes paint and matches colors; uses brushes, sprayers or rollers to apply paint or other coatings. Removes old finishes using a scraper, chemical compounds or a blowtorch. Fills nail holes, joints and cracks in walls with plaster or other filler. LEVEL: Lead/Advanced (Technical Support) (T4). ALIGNS WITH: Global Grades 09 and 10. Has advanced and specialized expertise, typically developed through a combination of job-related training and considerable work experience. Proposes improvements to processes. May act as a lead, coordinating and facilitating the work of others but is not a supervisor. Works autonomously within established procedures and practices. Spends a majority of working time performing the same work processes and activities as employees on team. Global Grade 10 Differentiators: Performs a variety of the most complex tasks and/or may lead one or more teams. Analyzes the most complex technical problems and delivers solutions where precedent may not exist. Global Grade 09 Differentiators: Performs a variety of complex tasks and/or may lead a team in the performance of a variety of tasks that are often routine. Solves complex problems of a recurring nature.	+10% for level	0.5	1.1

Figure 219: CSU Benchmark Job Market Pricing Details – Supervising Plumber

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
NEW - Supervising Plumber	CompData Benchmark Pro - National - January, 2021	Repairs, maintains, replaces, installs, and diagnoses defects and malfunctions in heating, water, and drainage systems. Mends and repairs leaky pipes, joints, and fixtures. Measures, cuts, threads, and installs pipes and fittings using hand and power tools. Completes calculations and measurements to ensure pipes function correctly. Possesses knowledge of local sanitary codes. High school education or equivalent required, plumbing or apprentice license preferred, and two years experience. JOB FAMILY: Facilities Maintenance.	+30% for level	0	1.3
NEW - Supervising Plumber	CompData Colleges & Universities - January, 2021	Repairs, maintains, replaces, installs, and diagnoses defects and malfunctions in heating, water, and drainage systems. Mends and repairs leaky pipes, joints, and fixtures. Measures, cuts, threads, and installs pipes and fittings using hand and power tools. Completes calculations and measurements to ensure pipes function correctly. Possesses knowledge of local sanitary codes. High school education or equivalent required, plumbing or apprentice license preferred, and two years experience. JOB FAMILY: Facilities Maintenance.	+30% for level	0	1.3
NEW - Supervising Plumber	CUPA Staffin Higher Education (CSULAX), 2020-2021	Assigns tasks, prioritizes, and coordinates activities of workers engaged in the installation and maintenance of plumbing systems. May help train new workers. Serves as a mentor for less-experienced team members. Inspects work in progress and completed work to determine conformance to specifications. Reports supervisors under 700000 in the Professionals Survey whether exempt or non-exempt.	+10% for level	0	1.1
NEW - Supervising Plumber	Mercer Benchmark - United States, 2021	Repair & Maintenance Plumbing work focuses on installing, repairing, and maintaining heating, water, and drainage systems including: Measuring, cutting, threading, bending, reaming, and installing pipe and pipe fittings. Installing and inspecting high-pressure, air, steam, water, and gas systems. Repairing or replacing burst or leaky pipes, removing clogs, and replacing washers. Installing, repairing or replacing plumbing fixtures such as sinks, commodes, water heaters and hot water tanks. Maintaining/applying knowledge of plumbing codes. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for level	0	1.1
NEW - Supervising Plumber	Mercer Benchmark - United States, 2021	Repair & Maintenance Plumbing work focuses on installing, repairing, and maintaining heating, water, and drainage systems including: Measuring, cutting, threading, bending, reaming, and installing pipe and pipe fittings. Installing and inspecting high-pressure, air, steam, water, and gas systems. Repairing or replacing burst or leaky pipes, removing clogs, and replacing washers. Installing, repairing or replacing plumbing fixtures such as sinks, commodes, water heaters and hot water tanks. Maintaining/applying knowledge of plumbing codes. FAMILY: Production & Skilled Trades. This job family is responsible for production activities in a manufacturing or field site environment to optimize resource use, minimize costs and maintain quality standards. Activities include planning, managing and reviewing production operations to achieve output and quality objectives; undertaking production activities to transform tangible inputs (e.g., raw materials or semi-finished goods) or intangible inputs (e.g., ideas, information, know how) into finished products or services; developing and implementing production schedules to ensure the effective use of labor, tools, plant and equipment operating, monitoring and maintaining machines and production equipment and skilled trades and lower level apprentice craft work. SUBFAMILY: Repair & Maintenance Trades. Positions in this sub-family are responsible for managing or performing skilled trades and lower level apprentice craft work for construction, maintenance, and repair of facilities systems, buildings, and equipment including: Installation, repair & maintenance in a manufacturing or field site environment. Installation, repair, maintenance, dismantle, and movement of large and/or complex industrial equipment. Service and repair of automobiles and their parts. Installation, repair & maintenance of industry specific equipment such as Oil & Gas equipment or equipment utilized in provision of transportation. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S4 Specialist Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Specialist Para-Professional (S4) requires advanced knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. Responsibilities may include: Working under limited supervision for non-routine situations and may be responsible for leading daily operations. Training, delegating and reviewing the work of lower level employees. Problems are typically difficult and non-routine but not complex.	+10% for level	1	1.1
NEW - Supervising Plumber	Western Management Group CompBase - Summer (CSULAX), 2021	Under general supervision, performs a wide variety of skilled plumbing duties in the construction, maintenance, repair and alteration of facilities. Follows blueprints, construction drawings and general verbal instructions to plan and layout plumbing assignments including water, waste, gas, vacuum, pneumatic, sprinkler, chemical, cryogenic and other specialized systems. Selects materials and estimates time and material costs for assigned projects. Sets-up and operates power tools including threaders and lead pots; uses a variety of hand tools associated with plumbing trade. Tests and troubleshoots systems to determine proper operation. Performs preventive maintenance on assigned systems. Coordinates work of outside contractors. May provide work leadership to other maintenance personnel. Excludes those with full supervisory responsibilities. Include only those who specialize in plumbing tasks as a major component of the job. EDUCATION AND EXPERIENCE: Requires a well-rounded knowledge of the practices, tools, equipment, methods and materials used in the plumbing trade as would normally be obtained through apprenticeship or technical schooling and job experience equivalent to journey level. Ability to read, understand and interpret blueprints, construction drawings and plumbing diagrams; knowledge and understanding of pertinent local and national plumbing codes. Excludes those with bona fide supervisory responsibilities.	+20% for level	0	1.2

Figure 220: CSU Benchmark Job Market Pricing Details – Sustainability Professional II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Sustainability Professional II	Mercer Benchmark - United States, 2021	Environmental Sustainability work encompasses research and analysis as input to corporate sustainability programs and projects including: Monitoring trends in environmental science, renewable resources, sustainable work processes, and other diverse fields. Researching traditional sources for new data sets, key reports, and analytic proceedings. Exploring alternative media, early adopters, and unconventional indicators to support corporate benchmarking and environmental regulatory compliance efforts. FAMILY: Legal, Compliance & Audit. This job family ensures the organization complies with the legal and regulatory requirements of the country(-ies) in which it operates. Activities include providing legal counsel/support in areas related to the business, including corporate law, real estate, tax, business litigation, transactions/trust, compliance, intellectual property, employment/labor, corporate governance, ethics, etc. Regulatory activities ensure the organization's products and business activities are conducted ethically and in compliance with relevant regulations, laws and standards. Audit activities include the examination, verification, evaluation, and reporting on financial, operational, and managerial processes, systems and outcomes to ensure financial and operational integrity and compliance. SUBFAMILY: Environmental and Employee Health & Safety. Positions in this sub-family are responsible for ensuring environmental/employee health & safety standards are met in all areas of the organization. Activities include: Developing and implementing measures to protect the environment and ensuring company business operations are sustainable. Conducting safety audits; identifying workplace hazards and hazardous conditions in external environments. Investigating employee and environmental accidents and recommending corrective actions. Educating and training employees in workplace/environmental health and safety. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0	1
Sustainability Professional II	Mercer Benchmark - United States, 2021	Environmental Sustainability work encompasses research and analysis as input to corporate sustainability programs and projects including: Monitoring trends in environmental science, renewable resources, sustainable work processes, and other diverse fields. Researching traditional sources for new data sets, key reports, and analytic proceedings. Exploring alternative media, early adopters, and unconventional indicators to support corporate benchmarking and environmental regulatory compliance efforts. FAMILY: Legal, Compliance & Audit. This job family ensures the organization complies with the legal and regulatory requirements of the country(-ies) in which it operates. Activities include providing legal counsel/support in areas related to the business, including corporate law, real estate, tax, business litigation, transactions/trust, compliance, intellectual property, employment/labor, corporate governance, ethics, etc. Regulatory activities ensure the organization's products and business activities are conducted ethically and in compliance with relevant regulations, laws and standards. Audit activities include the examination, verification, evaluation, and reporting on financial, operational, and managerial processes, systems and outcomes to ensure financial and operational integrity and compliance. SUBFAMILY: Environmental and Employee Health & Safety. Positions in this sub-family are responsible for ensuring environmental/employee health & safety standards are met in all areas of the organization. Activities include: Developing and implementing measures to protect the environment and ensuring company business operations are sustainable. Conducting safety audits; identifying workplace hazards and hazardous conditions in external environments. Investigating employee and environmental accidents and recommending corrective actions. Educating and training employees in workplace/environmental health and safety. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.		0.25	1
Sustainability Professional II	Western Management Group EduComp (CSULAX), 2021	Supports the coordination of the sustainability efforts of staff, faculty, and students. Provides planning and coordination for communications, educational, and outreach components of projects. Manages, plans, schedules, and tracks projects. Works directly with constituents to coordinate involvement in sustainability initiatives. Contributes to the development and execution of communication plans to publicize, promote, and communicate through website and other tools the institution's sustainability efforts within and outside the campus community. Develops and implements education outreach programs for staff, faculty, and students on sustainability best practices, providing a central clearing-house of case studies, guidelines, and financial incentives. Education and Experience: Bachelor degree and 3 - 5 years of experience. Advanced degree and experience with university-based, sustainability oriented outreach, strategic communications, and interactive website development is preferable.		0	1
Sustainability Professional II	Western Management Group EduComp (CSULAX), 2021	Supports the coordination of the sustainability efforts of staff, faculty, and students. Provides planning and coordination for communications, educational, and outreach components of projects. Manages, plans, schedules, and tracks projects. Works directly with constituents to coordinate involvement in sustainability initiatives. Contributes to the development and execution of communication plans to publicize, promote, and communicate through website and other tools the institution's sustainability efforts within and outside the campus community. Develops and implements education outreach programs for staff, faculty, and students on sustainability best practices, providing a central clearing-house of case studies, guidelines, and financial incentives. Education and Experience: Bachelor degree and 3 - 5 years of experience. Advanced degree and experience with university-based, sustainability oriented outreach, strategic communications, and interactive website development is preferable.		0.5	1
Sustainability Professional II	WTW General Industry Professional Administrative & Sales - Job-Level Report, 2021	Plans, implements and maintains the organization's sustainability programs to reduce the use of nonrenewable resources and minimize the environmental impact of operations. Communicates the organization's sustainability vision and program information. Monitors and facilitates progress of sustainability programs consistent with strategies, goals, measurements and reporting standards. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 221: CSU Benchmark Job Market Pricing Details – Systems Administrator I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Systems Administrator I	CompData Benchmark Pro - National - January, 2021	Installs, configures, and maintains operating system workstations and servers. Schedules and performs software installations and upgrades to operating systems and layered software packages. Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or workflow as required. Maintains workstation/server data integrity by using appropriate software and hardware solutions along with implementing a schedule of backups for data archiving. Audits hardware/software to ensure compliance with organization guidelines. Keeps a database/library of all supporting documentation for hardware and software. Bachelor's degree required. JOB FAMILY: Information Systems.	~10% for Level	0	0.9
Systems Administrator I	CompData Colleges & Universities - January, 2021	Installs, configures, and maintains operating system workstations and servers. Schedules and performs software installations and upgrades to operating systems and layered software packages. Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or workflow as required. Maintains workstation/server data integrity by using appropriate software and hardware solutions along with implementing a schedule of backups for data archiving. Audits hardware/software to ensure compliance with organization guidelines. Keeps a database/library of all supporting documentation for hardware and software. Bachelor's degree required. JOB FAMILY: Information Systems.	~10% for Level	0.5	0.9
Systems Administrator I	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P1 Entry Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Entry Professional (P1) applies broad theoretical job knowledge typically obtained through advanced education. May require the following proficiency: Work is closely supervised. Problems faced are not typically difficult or complex. Explains facts, policies and practices related to job area.		0	1
Systems Administrator I	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P1 Entry Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Entry Professional (P1) applies broad theoretical job knowledge typically obtained through advanced education. May require the following proficiency: Work is closely supervised. Problems faced are not typically difficult or complex. Explains facts, policies and practices related to job area.		0.25	1
Systems Administrator I	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Configures, installs, maintains and upgrades computer systems hardware and software. Administers and maintains security of operating systems. Restores files or systems by designing, writing and implementing back-up procedures. Provides operational support for the organization's information systems and peripheral equipment such as application servers, database servers, web servers, desktops, printers and storage devices. Performs recovery procedures, scheduling and back-ups and monitors batch processes. LEVEL: Entry (Professional) (P1). ALIGNS WITH: Global Grade 08. Performs routine assignments in the entry level of the Professional Career Band. Typically requires a college or university degree or the equivalent work experience and has conceptual knowledge of fundamental theories, principles and practices. Has no discretion to vary from established procedures by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Receives instruction, guidance and direction from more senior level roles.		0.25	1

Figure 222: CSU Benchmark Job Market Pricing Details – Systems Administrator II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Systems Administrator II	CompData Benchmark Pro - National - January, 2021	Installs, configures, and maintains operating system workstations and servers. Schedules and performs software installations and upgrades to operating systems and layered software packages. Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or workflow as required. Maintains workstation/server data integrity by using appropriate software and hardware solutions along with implementing a schedule of backups for data archiving. Audits hardware/software to ensure compliance with organization guidelines. Keeps a database/library of all supporting documentation for hardware and software. Bachelor's degree required. JOB FAMILY: Information Systems.		0	1
Systems Administrator II	CompData Colleges & Universities - January, 2021	Installs, configures, and maintains operating system workstations and servers. Schedules and performs software installations and upgrades to operating systems and layered software packages. Studies existing information processing systems to evaluate effectiveness and develops new systems to improve production or workflow as required. Maintains workstation/server data integrity by using appropriate software and hardware solutions along with implementing a schedule of backups for data archiving. Audits hardware/software to ensure compliance with organization guidelines. Keeps a database/library of all supporting documentation for hardware and software. Bachelor's degree required. JOB FAMILY: Information Systems.		0.5	1
Systems Administrator II	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunication network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency Works independently with general supervision. Problems faced are difficult but typically not complex May influence others within the job area through explanation of facts, policies and practices.		0	1
Systems Administrator II	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunication network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency Works independently with general supervision. Problems faced are difficult but typically not complex May influence others within the job area through explanation of facts, policies and practices.		0.25	1
Systems Administrator II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Configures, installs, maintains and upgrades computer systems hardware and software. Administers and maintains security of operating systems. Restores files or systems by designing, writing and implementing back-up procedures. Provides operational support for the organization's information systems and peripheral equipment such as application servers, database servers, web servers, desktops, printers and storage devices. Performs recovery procedures, scheduling and back-ups and monitors batch processes. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.25	1

Figure 223: CSU Benchmark Job Market Pricing Details – Systems Administrator IV

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Systems Administrator IV	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0	1
Systems Administrator IV	Mercer Benchmark - United States, 2021	General IT Infrastructure Systems Administration work focuses on installation, configuration, and maintenance of IT systems software and hardware for multi-user server computers and/or personal computing devices including: Meeting end user needs by ensuring the uptime, performance, resource availability, and security of the computers managed within established budgets and operational guidelines. Acquiring, installing, and upgrading computer components and software and planning for/responding to service outages and other problems. Automating routine tasks using scripting and writing basic computer programs to address more complex systems software configuration and enhancement. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Infrastructure & Systems Administration. Positions in this sub-family are responsible for managing or performing work associated with IT infrastructure & systems administration (internal or outsourcing staff) including installation, configuration, administration, support and maintenance of IT software and hardware systems, IT data/voice network systems, and internal databases. Activities include ensuring the uptime, performance, and resource availability of the computers and other IT systems; matching the organization's resources with the demand placed on them; monitoring organization's wide area and/or local area network performance; identifying and resolving network problems; upgrading network hardware, software and telecommunications equipment; IT data center facility operations; and ensuring the quality, accuracy and security of databases. CAREER STREAM: Professional. CAREER LEVEL: P4 Specialist Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include: Managing large projects or processes with limited oversight from manager. Coaching, reviewing and delegating work to lower level professionals. Problems faced are difficult and often complex.		0.5	1
Systems Administrator IV	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Configures, installs, maintains and upgrades computer systems hardware and software. Administers and maintains security of operating systems. Restores files or systems by designing, writing and implementing back-up procedures. Provides operational support for the organization's information systems and peripheral equipment such as application servers, database servers, web servers, desktops, printers and storage devices. Performs recovery procedures, scheduling and back-ups and monitors batch processes. LEVEL: Specialist (Professional) (P4). ALIGNS WITH: Global Grades 13 and 14. Is recognized as an expert in own area within the organization. Has specialized depth and/or breadth of expertise in own discipline or function. Interprets internal or external issues and recommends solutions/best practices. Solves complex problems; takes a broad perspective to identify solutions. May lead functional teams or projects. Works independently, with guidance in only the most complex situations. Progression to this level is typically restricted on the basis of business requirement. Global Grade 14 Differentiators: Guides others in resolving complex issues in own specialized area and solves complex problems with implications on cross-functional business processes and outcomes. Serves as an advisor and applies knowledge of strategies that can be deployed within own function and discipline. Applies working knowledge of the theories and concepts in other disciplines. May lead teams or projects with broad visibility. Global Grade 13 Differentiators: Guides others in resolving complex issues in specialized area based on existing solutions and procedures. Serves as an expert within own discipline. May lead function teams or projects and serves as a best practices/quality resource. Trains/mentors junior staff.		0.5	1

Figure 224: CSU Benchmark Job Market Pricing Details – Technology Support Professional III

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Technology Support Professional III	Mercer Benchmark - United States, 2021	Responsible for providing day-to-day technical support to employees for a range of hardware and software related systems. Responds to and diagnoses problems through discussion with users, which includes trouble shooting, fault rectification and problem escalation. Provides effective and timely resolution of users' problems, queries or complaints. Assists in hardware and software evaluation and recommends upgrades or improvements to IT infrastructure. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT User Support. Positions in this sub-family are responsible for providing support to employee end users in areas of personal computers/servers/mainframe applications, data/voice network, and ERP systems including: Acquiring, installing, and upgrading PC components & software and planning for/responding to service outages. Diagnosing problem source through discussions with users and coordinating with internal organization support and operations groups and/or with vendors to resolve problems. Responding to user requests to research complex problems associated with the organization's telecommunications networks (voice and/or data). Providing real-time end user ERP systems support, problem identification, and training to facilitate knowledge transfer and prevent problem recurrence and knowledge transfer. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0	1
Technology Support Professional III	Mercer Benchmark - United States, 2021	Responsible for providing day-to-day technical support to employees for a range of hardware and software related systems. Responds to and diagnoses problems through discussion with users, which includes trouble shooting, fault rectification and problem escalation. Provides effective and timely resolution of users' problems, queries or complaints. Assists in hardware and software evaluation and recommends upgrades or improvements to IT infrastructure. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT User Support. Positions in this sub-family are responsible for providing support to employee end users in areas of personal computers/servers/mainframe applications, data/voice network, and ERP systems including: Acquiring, installing, and upgrading PC components & software and planning for/responding to service outages. Diagnosing problem source through discussions with users and coordinating with internal organization support and operations groups and/or with vendors to resolve problems. Responding to user requests to research complex problems associated with the organization's telecommunications networks (voice and/or data). Providing real-time end user ERP systems support, problem identification, and training to facilitate knowledge transfer and prevent problem recurrence and knowledge transfer. CAREER STREAM: Professional. CAREER LEVEL: P3 Senior Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). A Senior Professional (P3) applies advanced knowledge of job area typically obtained through advanced education and work experience. Responsibilities may include: Managing projects / processes, working independently with limited supervision. Coaching and reviewing the work of lower level professionals. Problems faced are difficult and sometimes complex.		0.17	1
Technology Support Professional III	Western Management Group CompBase - Summer (CSULAX), 2021	Under minimal supervision, responsible for screening, and referring and diagnosing internal inquiries and work requests as they relate to maintenance of computers and related systems. Performs major troubleshooting and diagnostic routines to identify problems relating to hardware applications software and network communications. Work assignments are moderately complex in nature where judgment is required to resolve problems and recommend resolution. May determine methods and practices on moderate problems. Does not normally require instructions on routine work. May receive general instructions on new assignments. Senior level position. EDUCATION AND EXPERIENCE: A minimum of 4 years of broad working knowledge and experience on a wide variety of software, hardware and PC operating systems.		0	1
Technology Support Professional III	Western Management Group CompBase - Summer (CSULAX), 2021	Under minimal supervision, responsible for screening, and referring and diagnosing internal inquiries and work requests as they relate to maintenance of computers and related systems. Performs major troubleshooting and diagnostic routines to identify problems relating to hardware applications software and network communications. Work assignments are moderately complex in nature where judgment is required to resolve problems and recommend resolution. May determine methods and practices on moderate problems. Does not normally require instructions on routine work. May receive general instructions on new assignments. Senior level position. EDUCATION AND EXPERIENCE: A minimum of 4 years of broad working knowledge and experience on a wide variety of software, hardware and PC operating systems.		0.16	1
Technology Support Professional III	Western Management Group EduComp (CSULAX), 2021	Advises, teaches, and provides guidance and support in the use and selection of appropriate information technologies. Consults, trains, advises, documents, and informs faculty, staff, and students regarding information technology infrastructures, products, and services. Assists in and contributes to decisions regarding policies and procedures, research, planning, and developing activities. Education and Experience: Bachelor degree in Computer Science, a related field, or equivalent experience, and 2 - 3 years of experience.		0	1.1
Technology Support Professional III	Western Management Group EduComp (CSULAX), 2021	Advises, teaches, and provides guidance and support in the use and selection of appropriate information technologies. Consults, trains, advises, documents, and informs faculty, staff, and students regarding information technology infrastructures, products, and services. Assists in and contributes to decisions regarding policies and procedures, research, planning, and developing activities. Education and Experience: Bachelor degree in Computer Science, a related field, or equivalent experience, and 2 - 3 years of experience.		0.5	1.1
Technology Support Professional III	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Provides technical support to the organization's internal users of computer applications and hardware (e.g., PCs, servers, mainframes). Answers questions regarding system procedures, online transactions, systems status and downtime procedures and is typically located within a call center. Collaborates with network services, software systems engineering and/or application development in order to restore service and/or identify problems. Maintains a troubleshooting tracking log ensuring timely resolution of problems. LEVEL: Career (Professional) (P3). ALIGNS WITH: Global Grades 11 and 12. Has in-depth knowledge in own discipline and basic knowledge of related disciplines. Solves complex problems; takes a new perspective on existing solutions. Works independently; receives minimal guidance. May lead projects or project steps within a broader project or have accountability for ongoing activities or objectives. Acts as a resource for colleagues with less experience. May represent the level at which career may stabilize for many years or even until retirement. Global Grade 12 Differentiators: Uses best practices and knowledge of internal or external business issues to improve products/services or processes. Typically resolves complex problems or problems where precedent may not exist. Often leads the work of small project teams; may formally train junior staff. Works independently. Global Grade 11 Differentiators: Contributes to process improvements. Typically resolves problems using existing solutions. Occasionally leads the work of small project teams; provides informal guidance to junior staff. Works with minimal guidance.		0.17	1

Figure 225: CSU Benchmark Job Market Pricing Details – Ticket Box Office Manager II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Ticket Box Office Manager II	CompData Colleges & Universities - January, 2021	Manages and coordinates the day to day operations of the box office. Oversees ticket pricing, sales initiatives, and promotions. Recruits, hires, trains and schedules of box office personnel. Processes single and group ticket orders, exchanges, and seasonal subscriptions. Promotes ticket sales with the patrons and the community by creating and implementing promotional programs. Set-ups events and maintains seating manifests. Bachelor's degree required and three years experience. JOB FAMILY: Academic Affairs.		0.5	1
Ticket Box Office Manager II	Western Management Group EduComp (CSULAX), 2021	Manages the daily box office operations for the Theater Arts, Music and other departments. Manages tickets sales, revenue accounting, customer service, marketing and publicity. Hires, trains, schedules and supervises student staff members. Develops and implements plans for audience development and subscription ticket sales, including publicity releases, print and media advertising, mailings, on-line ordering and other marketing and public relations campaigns. Manages computerized ticketing system, including software changes, updates and formats, hardware maintenance and communication with software vendor. Supervises the front of house activities for productions, including ushers and box office personnel. Reconciles daily box office receipts, prepares transmittals and deposits, and administers accounting reports for cash flow and ticket revenue. Education and Experience: Bachelor degree, theater arts preferred, and 5 years box office/subscriptions experience.		0.5	1

Figure 226: CSU Benchmark Job Market Pricing Details – Tree Trimmer I

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Tree Trimmer I	Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2020	Using sophisticated climbing and rigging techniques, cut away dead or excess branches from trees or shrubs to maintain right-of-way for roads, sidewalks, or utilities, or to improve appearance, health, and value of tree. Prune or treat trees or shrubs using handsaws, hand pruners, clippers, and power pruners. Works off the ground in the tree canopy and may use truck-mounted lifts. Excludes workers who primarily perform duties of "Landscaping and Groundskeeping Workers" (37-3011) and "Pesticide Handlers, Sprayers, and Applicators, Vegetation" (37-3012).	-10% for Size	0	0.9
Tree Trimmer I	CompData Benchmark Pro - National - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+10% for Size	0	1.1
Tree Trimmer I	CompData Colleges & Universities - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+10% for Size	0	1.1
Tree Trimmer I	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of landscaping duties (e.g. sod laying, mowing, trimming and pruning trees and shrubs, planting, watering, fertilizing).	+10% for Size	0	1.1
Tree Trimmer I	ERI Salary Assessor (CSULAX), 2021	No Description	-10% for Size	0	0.9
Tree Trimmer I	ERI Salary Assessor (CSULAX), 2021	No Description	-10% for Size	1	0.9
Tree Trimmer I	Mercer Benchmark - United States, 2021	Groundskeeping work is a specialized type of facilities maintenance focused on maintaining the grounds of buildings/industrial facilities including: Performing a combination of cutting lawns, trimming and edging around walks, flower beds, and walls; pruning shrubs and trees, spraying lawns, shrubs, and trees; raking up leaves and litter; planting grass, flowers, trees, and shrubs; watering lawns and shrubs; cleaning out drainage ditches and culverts. Removing snow from pedestrian and vehicle areas and may perform minor maintenance on roads, curbs, sidewalks, and storm drains. Mixing and applying pest control material in accordance with government regulations. May operate tractors equipped with attachments such as mower, fertilizer spreader, and lawn roller. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitation of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.		0	1
Tree Trimmer I	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs miscellaneous manual labor activities (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, heavy lifting and moving materials, making minor repairs, mowing lawns and shoveling snow). Performs janitorial activities, such as cleaning, dusting, washing windows, moving and polishing furniture and equipment. LEVEL: Senior (Production/Manual Labor) (W3). ALIGNS WITH: Global Grade 06. Has proficiency through job-related training and considerable work experience. Completes work with a limited degree of supervision; regularly provides guidance to others with less experience. May act as an informal resource for colleagues with less experience.		0	1

Figure 227: CSU Benchmark Job Market Pricing Details – Tree Trimmer II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Tree Trimmer II	Bureau of Labor Statistics Occupational Employment and Wage Statistics, 2020	Using sophisticated climbing and rigging techniques, cut away dead or excess branches from trees or shrubs to maintain right-of-way for roads, sidewalks, or utilities, or to improve appearance, health, and value of tree. Prune or treat trees or shrubs using handsaws, hand pruners, clippers, and power pruners. Works off the ground in the tree canopy and may use truck-mounted lifts. Excludes workers who primarily perform duties of "Landscaping and Groundskeeping Workers" (37-3011) and "Pesticide Handlers, Sprayers, and Applicators, Vegetation" (37-3012).		0	1
Tree Trimmer II	CompData Benchmark Pro - National - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+20% for Size	0	1.2
Tree Trimmer II	CompData Colleges & Universities - January, 2021	Maintains organization's property and surrounding area. Cuts grass, trims, rakes leaves, cleans area, plants flowers, and prunes trees or shrubs. Maintains driveways, parking lots, and walkways by removing debris, litter, snow, and ice. Performs routine maintenance on all equipment used. Performs routine, repetitive tasks, usually under close supervision, using standard procedures, tools, materials, equipment, or machinery. Operates industrial lawn equipment and lift 50 lbs. High school education or equivalent preferred. JOB FAMILY: Facilities Maintenance.	+20% for Size	0	1.2
Tree Trimmer II	CUPA Staff in Higher Education (CSULAX), 2020-2021	Performs a variety of landscaping duties (e.g. sod laying, mowing, trimming and pruning trees and shrubs, planting, watering, fertilizing).	+20% for Size	0	1.2
Tree Trimmer II	ERI Salary Assessor (CSULAX), 2021	No Description		0	1
Tree Trimmer II	ERI Salary Assessor (CSULAX), 2021	No Description		1	1
Tree Trimmer II	Mercer Benchmark - United States, 2021	Groundskeeping work is a specialized type of facilities maintenance focused on maintaining the grounds of buildings/industrial facilities including: Performing a combination of cutting lawns, trimming and edging around walks, flower beds, and walls; pruning shrubs and trees, spraying lawns, shrubs, and trees; raking up leaves and litter; planting grass, flowers, trees, and shrubs; watering lawns and shrubs; cleaning out drainage ditches and culverts. Removing snow from pedestrian and vehicle areas and may perform minor maintenance on roads, curbs, sidewalks, and storm drains. Mixing and applying pest control material in accordance with government regulations. May operate tractors equipped with attachments such as mower, fertilizer spreader, and lawn roller. FAMILY: Administration, Facilities & Secretarial. This job family coordinates, integrates and administers a range of diverse administrative or staff functions. Areas of responsibility include delivering secretarial, administrative and related support services to the organization; managing reception, greeting guests/visitors, issuing security passes, receiving and relaying telephone messages from internal and external sources; providing office mailroom support; vehicle fleet administration; document management; managing, planning, repairing and maintaining the organization's facilities and assets; maintaining buildings, facilities, and grounds in clean/hygienic condition; ensuring safety and security of the organization's employees, clients, visitors and property; and managing the operations of the library network and associated services. SUBFAMILY: Facilities/Grounds, Custodial, Cleaning & Laundry. Positions in this sub-family are responsible for maintaining the organization's facilities and grounds in clean and orderly condition, in accordance to the company's standards. Activities include: Cleaning/sanitization of company facilities, including custodial work, dishwashing and laundry services. Maintaining grounds, including gardening and the general repair and maintenance of those grounds. Upkeep and organization of parking areas, including valet services, on company grounds. Positions for laundry & linen administration within specific industries such as hospitality and healthcare are included. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S3 Senior Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. A Senior Para-Professional (S3) requires broad knowledge of operational procedures and tools obtained through extensive work experience and may require vocational or technical education. May require the following proficiency: Works under limited supervision for routine situations. Provides assistance and training to lower level employees. Problems typically are not routine and require analysis to understand.	+10% for Level	0	1.1
Tree Trimmer II	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Performs miscellaneous manual labor activities (e.g., sweeping and cleaning floors and work areas, picking up papers and refuse from grounds, heavy lifting and moving materials, making minor repairs, mowing lawns and shoveling snow). Performs janitorial activities, such as cleaning, dusting, washing windows, moving and polishing furniture and equipment. LEVEL: Senior (Production/Manual Labor) (W3). ALIGNS WITH: Global Grade 06. Has proficiency through job-related training and considerable work experience. Completes work with a limited degree of supervision; regularly provides guidance to others with less experience. May act as an informal resource for colleagues with less experience.		0	1

Figure 228: CSU Benchmark Job Market Pricing Details – User Experience Analyst II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
User Experience Analyst II	Mercer Benchmark - United States, 2021	Responsible for design and development of engaging user experiences for a variety of applications. Studies and evaluates how users feel about a system, looking at things like ease of use, perception of the value of the system, utility, efficiency in performing tasks, etc. Translates user needs and business requirements into features and functionality for web/mobile experiences. Develops process flows, wireframes, and prototypes to effectively conceptualize and communicate high-level design strategies. Proficient in design tools (e.g., Photoshop, Illustrator, Fireworks, InDesign, Visio, etc.). FAMILY: Creative & Design. This job family is responsible for the provision and execution of original, imaginative and/or creative ideas, designs or artistic work in order to support a variety of business objectives. Includes positions that support business areas such as product development, advertising, marketing, media/new media, design, construction, real estate and communications. Activities include the design of apparel; taking and editing photographs; designing and laying out publications; writing and editing; game interface and art design; news, film, and television show production; designing buildings and other structures; landscape and interior design. SUBFAMILY: Web/New Media Creative & User Interface Design. Positions in this sub-family are responsible for the design and creation of the user-facing components (interface) of interactive media, such as websites and games. Activities include: Designing user-friendly, attractive and engaging webpage(s). Constructing less-complex aspects of the website using authoring/layout tools and partnering with a development team to construct more complex aspects of the website. Ongoing website content and functionality administration. Design and development of new media interactive tools and graphics which enhance and ease the user experience. Assessment and enhancement of user experience and user interaction with new media products, such as video games, websites, etc. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	-10% for Duties	0	0.9
User Experience Analyst II	Mercer Benchmark - United States, 2021	Responsible for design and development of engaging user experiences for a variety of applications. Studies and evaluates how users feel about a system, looking at things like ease of use, perception of the value of the system, utility, efficiency in performing tasks, etc. Translates user needs and business requirements into features and functionality for web/mobile experiences. Develops process flows, wireframes, and prototypes to effectively conceptualize and communicate high-level design strategies. Proficient in design tools (e.g., Photoshop, Illustrator, Fireworks, InDesign, Visio, etc.). FAMILY: Creative & Design. This job family is responsible for the provision and execution of original, imaginative and/or creative ideas, designs or artistic work in order to support a variety of business objectives. Includes positions that support business areas such as product development, advertising, marketing, media/new media, design, construction, real estate and communications. Activities include the design of apparel; taking and editing photographs; designing and laying out publications; writing and editing; game interface and art design; news, film, and television show production; designing buildings and other structures; landscape and interior design. SUBFAMILY: Web/New Media Creative & User Interface Design. Positions in this sub-family are responsible for the design and creation of the user-facing components (interface) of interactive media, such as websites and games. Activities include: Designing user-friendly, attractive and engaging webpage(s). Constructing less-complex aspects of the website using authoring/layout tools and partnering with a development team to construct more complex aspects of the website. Ongoing website content and functionality administration. Design and development of new media interactive tools and graphics which enhance and ease the user experience. Assessment and enhancement of user experience and user interaction with new media products, such as video games, websites, etc. CAREER STREAM: Professional. CAREER LEVEL: P2 Experienced Professional. Individual contributors with responsibility in a professional or technical discipline or specialty, but may manage two or fewer employees. May direct the work of other lower level professionals or manage processes and programs. The majority of time is spent overseeing the design, implementation or delivery of processes, programs and policies using specialized knowledge and skills typically acquired through advanced education (3-4 year University degree). An Experienced Professional (P2) applies practical knowledge of job area typically obtained through advanced education and work experience. May require the following proficiency: Works independently with general supervision. Problems faced are difficult but typically not complex. May influence others within the job area through explanation of facts, policies and practices.	-10% for Duties	0.25	0.9
User Experience Analyst II	Western Management Group EduComp (CSULAX), 2021	Conducts and coordinates the analysis, design and implementation of computer based information systems to meet user requirements. Plans and directs preliminary studies of potential electronic data processing applications and prepares design proposals to reflect costs, time and alternative actions to satisfy existing and future needs of the corporation. Participates in systems software development and maintenance as required. Conducts detailed analysis of defined systems specifications and develops all levels of block diagrams and flow charts. Assists in the preparation of costs analyses and justifications of data processing systems. Develops conversion and system implementation plans. Conducts a full range of programming tasks including program design, program coding, debugging and documentation for a variety of general applications programs including data manipulation, input and output routines reflecting a variety of equipment configurations. Programs logical interfaces and applies techniques for efficient program logic and data manipulation. Develops operator and control instructions; maintains and updates existing programs of a non-routine nature. Conducts systems programming and support activities such as new or revised segments of language codes or processing. Monitors effective hardware utilization, reviews system logic for optimum throughput. Work frequently includes program maintenance and error detection/correction of existing codes/languages and/or revisions to systems documentation. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 3 - 5 years systems analysis/programming activities in a business environment.		0	1
User Experience Analyst II	Western Management Group EduComp (CSULAX), 2021	Conducts and coordinates the analysis, design and implementation of computer based information systems to meet user requirements. Plans and directs preliminary studies of potential electronic data processing applications and prepares design proposals to reflect costs, time and alternative actions to satisfy existing and future needs of the corporation. Participates in systems software development and maintenance as required. Conducts detailed analysis of defined systems specifications and develops all levels of block diagrams and flow charts. Assists in the preparation of costs analyses and justifications of data processing systems. Develops conversion and system implementation plans. Conducts a full range of programming tasks including program design, program coding, debugging and documentation for a variety of general applications programs including data manipulation, input and output routines reflecting a variety of equipment configurations. Programs logical interfaces and applies techniques for efficient program logic and data manipulation. Develops operator and control instructions; maintains and updates existing programs of a non-routine nature. Conducts systems programming and support activities such as new or revised segments of language codes or processing. Monitors effective hardware utilization, reviews system logic for optimum throughput. Work frequently includes program maintenance and error detection/correction of existing codes/languages and/or revisions to systems documentation. Education and Experience: Bachelor degree in Computer Science, a related field or equivalent experience, and 3 - 5 years systems analysis/programming activities in a business environment.	Included for User Experience	0.5	1
User Experience Analyst II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Studies user's feeling and experience when using company products and makes improvements according to research and feedback. Identifies technical requirements and develops ideas through scenarios, sketches, storyboards, user flows, wireframes, motion studies, mock-ups and prototypes. Collaborates with a team of designers, researchers and engineers, brainstorming concepts from a customer's viewpoint. Leads or participates in user research for refinement of ideas and concepts. Stays informed on technology and research on customer preferences, identifying opportunities to apply new technologies and interaction patterns to customer problems. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.	-10% for Duties	0.25	0.9

Figure 229: CSU Benchmark Job Market Pricing Details – Veterinarian II

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Veterinarian II	CompData Colleges & Universities - January, 2021	Diagnoses and treats diseases and injuries surgically or medically in animals. Plans, implements, and directs the activities, care, and husbandry of university-owned animals to ensure compliance with Public Health Service and USDA regulations. Oversees the veterinary care program and provides clinical care for teaching and research animals. Trains staff as needed. Doctor of Veterinary Medicine and state licensure required and two years experience. JOB FAMILY: Research.	*+15% for Res	0.5	1.15
Veterinarian II	Western Management Group EduComp (CSULAX), 2021	Provides veterinary care and fulfills veterinarian responsibilities for the animal care program. Responsible for the well-being of all animals. Oversees research protocols involving animals and procedures used. Oversees facility standards for compliance to regulations affecting animal research. Provides training and instruction to personnel on humane methods of animal maintenance and experimentation. In cooperation with appropriate health and safety officials at the Institute, is responsible for the implementation and execution of the aspects of the program that are concerned with animal health and safety issues. Education and Experience: D.V.M. degree and 3 - 5 years of experience in animal care. Prior experience in a research environment preferred.	*+15% for Res	0	1.1
Veterinarian II	Western Management Group EduComp (CSULAX), 2021	Provides veterinary care and fulfills veterinarian responsibilities for the animal care program. Responsible for the well-being of all animals. Oversees research protocols involving animals and procedures used. Oversees facility standards for compliance to regulations affecting animal research. Provides training and instruction to personnel on humane methods of animal maintenance and experimentation. In cooperation with appropriate health and safety officials at the Institute, is responsible for the implementation and execution of the aspects of the program that are concerned with animal health and safety issues. Education and Experience: D.V.M. degree and 3 - 5 years of experience in animal care. Prior experience in a research environment preferred.	*+15% for Res	0.5	1.15

Figure 230: CSU Benchmark Job Market Pricing Details – Warehouse Worker

Job Title	Survey Report Title	Survey Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Warehouse Worker	CUPA Staff in Higher Education (CSULAX), 2020-2021	Handles and maintains flow of materials and products in manufacturing, stockroom, or warehouse environments. May operate motorized and non-motorized material handling equipment.		0.5	1
Warehouse Worker	Mercer Benchmark - United States, 2021	Moves and stores materials/products using a combination of manual labor and low complexity machinery/equipment (e.g., forklifts and conveyors) including: Handling and maintaining flow of materials and products according to established guidelines. Logging the movement of incoming and outgoing materials and products. Operating low complexity motorized and non-motorized material handling equipment. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0	1
Warehouse Worker	Mercer Benchmark - United States, 2021	Moves and stores materials/products using a combination of manual labor and low complexity machinery/equipment (e.g., forklifts and conveyors) including: Handling and maintaining flow of materials and products according to established guidelines. Logging the movement of incoming and outgoing materials and products. Operating low complexity motorized and non-motorized material handling equipment. FAMILY: Supply Chain. This job family is responsible for all of the steps involved in getting products from suppliers to customers. Activities include work associated with obtaining goods and services for all types of business processes; finished goods demand inventory planning and production planning & control to achieve targeted quality, wastage, and inventory levels; movement, storage, and inventory control of materials, finished goods, tools, and packaging materials; import/export & customs management. Freight forwarding services roles are included in this job family. SUBFAMILY: Warehousing & Distribution. Positions in this sub-family are responsible for the storage and movement of materials and finished goods including: Shipping & Receiving, Warehousing, Order Filling, Picking, and Packing, Inventory Control & Records Management, Dispatch, Developing transport schedules, methods, and routes. Analyzing and projecting transportation costs. Coordinating customs clearances and permits. Maintaining, loading, packing, and driving vehicles. Evaluating, selecting, and managing ongoing relationships with external transport providers (e.g., fuel suppliers, trucking / shipping companies, etc.). Acquiring and managing fleet vehicles. CAREER STREAM: Para-Professional/ Support. CAREER LEVEL: S2 Experienced Para-Professional. Individual contributors provide organizational related support or service (administrative or clerical) OR roles operating in a "hands on" environment in support of daily business activities (e.g., technical, production or craft levels). The majority of time is spent in the delivery of support services or activities, typically under supervision. Work typically requires a high school degree or 1-2 year vocational training / associates degree. An Experienced Para-Professional (S2) requires basic knowledge of job procedures and tools obtained through work experience and may require vocational or technical education. May require the following proficiency: Works under moderate supervision. Problems are typically of a routine nature, but may at times require interpretation or deviation from standard procedures. Communicates information that requires some explanation or interpretation.		0.17	1
Warehouse Worker	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, handles, allocates and transfers material, equipment, kits, supplies and shortages that are required and conducive to maintaining an efficient material flow through assembly areas. Physically transfers materials to assembly work stations, maintains bench stock and handles completed assemblies, jobs between work areas, or cost centers. Locates materials and expedites part shortages within the plant that may be required for completion of assemblies. Verifies and maintains stock documentation and shortage reports. Utilizes small hand tools and operates materials handling equipment including fork lifts, skids, pallet handlers, hand trucks, and the like. May provide work leadership to lower level handlers. Excludes trainees with no previous experience and those with bona fide supervisory responsibilities. EDUCATION AND EXPERIENCE: Basic reading, writing numerical ability. Requires a minimum of 1 year of stock experience. Incumbents typically possess over 2-4 years of related experience.		0	1
Warehouse Worker	Western Management Group CompBase - Summer (CSULAX), 2021	Under limited supervision, handles, allocates and transfers material, equipment, kits, supplies and shortages that are required and conducive to maintaining an efficient material flow through assembly areas. Physically transfers materials to assembly work stations, maintains bench stock and handles completed assemblies, jobs between work areas, or cost centers. Locates materials and expedites part shortages within the plant that may be required for completion of assemblies. Verifies and maintains stock documentation and shortage reports. Utilizes small hand tools and operates materials handling equipment including fork lifts, skids, pallet handlers, hand trucks, and the like. May provide work leadership to lower level handlers. Excludes trainees with no previous experience and those with bona fide supervisory responsibilities. EDUCATION AND EXPERIENCE: Basic reading, writing numerical ability. Requires a minimum of 1 year of stock experience. Incumbents typically possess over 2-4 years of related experience.		0.16	1
Warehouse Worker	WTW General Industry Technical Support & Production - Job-Level Report, 2021	Administers and operates the organization's warehouses, including processing, packaging and storage of supplies, materials and equipment. Accounts for all materials and supplies in the stores facilities; audits goods received into warehouse. Oversees receipt, storage and shipment of materials, and related reporting in accordance with established procedures. Prepares and coordinates schedules for shipping and receiving materials to control the flow of goods and regulate warehouse space. Ensures the effectiveness of operating procedures, space utilization, and maintenance and protection of facilities and equipment. LEVEL: Intermediate (Production/Manual Labor) (VI2). ALIGNS WITH: Global Grades 04 and 05. Has skills developed through formal training or work experience. Works within established procedures and guidelines with limited ability to modify methods and approach. Completes assigned tasks with a moderate degree of supervision. Global Grade 05 Differentiators: Performs the full range of established procedures, and will typically be considered skilled through work experience. Resolves routine issues without supervisory approval. Global Grade 04 Differentiators: Performs most established procedures and will typically be considered semi-skilled through work experience. Resolves routine issues with senior staff or supervisory guidance and approval.		0.17	1

Figure 231: CSU Benchmark Job Market Pricing Details – Web Developer II (1 of 2)

Job Title	Survey/Report Title	Survey/Job Description	Match Comments	Data Weighting Factor	Data Adjustment Factor
Web Developer II	CompData Benchmark Pro - National - January, 2021	Plans, designs, and maintains infrastructure necessary to deliver internet access and web hosting services. Possesses knowledge of browser standards and current web languages including object-oriented, graphic user interface (GUI), and database programs. May be required to have knowledge of hosting technologies. Bachelor's degree in computer science or related area required. JOBFAMILY: Information Systems.		0.13	1
Web Developer II	CompData Colleges & Universities - January, 2021	Plans, designs, and maintains infrastructure necessary to deliver internet access and web hosting services. Possesses knowledge of browser standards and current web languages including object-oriented, graphic user interface (GUI), and database programs. May be required to have knowledge of hosting technologies. Bachelor's degree in computer science or related area required. JOBFAMILY: Information Systems.		0.25	1
Web Developer II	Mercer Benchmark - United States, 2021	Accountable for the design, maintenance, technical functionality and content of a website for internal employees and external marketing/communications purposes including: Programming website functionality using programming languages (e.g., ASP, Java, Perl, C++, etc.) in addition to scripting languages (e.g., HTML, CSS, PHP, JavaScript, etc.) to optimize performance, security, and scalability. Designing the look, feel, and navigation of the website using graphic/multi-media design software. Working with marketing and IT to coordinate content and site updates. Performing webpage updates, documenting source code changes, and maintaining technical documentation to assist with website maintenance/upgrades. Specialization Match Note: Incumbents who focus solely on the visual/interactive design (i.e., the look, feel, and navigation) of a rich media website including site animation, special effects elements, video/audio, etc. should be matched to the Multi-Media Web Design. Specialization in the Creative & Design job family Multi-Media Web Design requires knowledge of scripting languages (e.g., HTML, CSS, PHP, JavaScript, etc.), but work is done primarily through website design authoring/layout tools (e.g., DreamWeaver, FrontPage, Macromedia Director, etc.), and graphic/multi-media design software (e.g., Photoshop, Illustrator, Flash, After Effects, etc.) vs. working directly with the underlying website programming code. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and e-commerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included.		0	1
Web Developer II	Mercer Benchmark - United States, 2021	Accountable for the design, maintenance, technical functionality and content of a website for internal employees and external marketing/communications purposes including: Programming website functionality using programming languages (e.g., ASP, Java, Perl, C++, etc.) in addition to scripting languages (e.g., HTML, CSS, PHP, JavaScript, etc.) to optimize performance, security, and scalability. Designing the look, feel, and navigation of the website using graphic/multi-media design software. Working with marketing and IT to coordinate content and site updates. Performing webpage updates, documenting source code changes, and maintaining technical documentation to assist with website maintenance/upgrades. Specialization Match Note: Incumbents who focus solely on the visual/interactive design (i.e., the look, feel, and navigation) of a rich media website including site animation, special effects elements, video/audio, etc. should be matched to the Multi-Media Web Design. Specialization in the Creative & Design job family Multi-Media Web Design requires knowledge of scripting languages (e.g., HTML, CSS, PHP, JavaScript, etc.), but work is done primarily through website design authoring/layout tools (e.g., DreamWeaver, FrontPage, Macromedia Director, etc.), and graphic/multi-media design software (e.g., Photoshop, Illustrator, Flash, After Effects, etc.) vs. working directly with the underlying website programming code. FAMILY: IT, Telecom & Internet. This job family manages or performs work associated with analysis, design, implementation, operation, deployment, and support of the organization's information technology resources (including computer hardware, operating systems, communications, software applications, data processing and security), telecommunication systems, and software/database products by internal staff, outsourcing staff, or consultants. Activities include developing information technology strategies, policies and plans; maintenance and use of information technology resources; training and supporting technology users; telecommunications network planning, operations and site acquisition; programming software/database products for sale to external customers; developing PC, online, and mobile games; and internet product management & operations. SUBFAMILY: IT Applications Development. Positions in this sub-family are responsible for designing, developing, implementing and updating of internal IT applications (development may be in software, desktop technology, web technology, network security, messaging, mainframe, etc.) and planning, developing, producing and updating related technical documentation and training. Activities include evaluating, scheduling and resourcing development projects; investigating user needs; writing, testing and maintaining computer programs; planning, developing and implementing website and e-commerce applications; and preparing systems documentation and training. Development, programming, and configuration of organization-specific end user applications, systems software, databases, or websites for use by internal employees or for use in marketing, communications, or sales (including e-commerce websites) targeting external audiences are included.		0.13	1
Web Developer II	Western Management Group CompBase - Summer (CSULAX), 2021	Builds, deploys and maintains Web Site pages. Develops and improves site navigation. Coordinates with web content developers and graphics designers to ensure that needs are technically feasible. Provides technical site maintenance, consultation on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, and other technical web developments. Develops code using web-based programming languages. Prepares technical documentation. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 3-5 years of related experience. Provides technical consultation, planning, and administration of the software infrastructure and technical support for the implementation and maintenance of company's web sites. Requires advanced knowledge of web activities, techniques, tools, code, animation, browser and design related applications. May require graphics design skills.		0	1
Web Developer II	Western Management Group CompBase - Summer (CSULAX), 2021	Builds, deploys and maintains Web Site pages. Develops and improves site navigation. Coordinates with web content developers and graphics designers to ensure that needs are technically feasible. Provides technical site maintenance, consultation on issues related to animation, search engine techniques, link integrity, navigation, browsers, graphics, and other technical web developments. Develops code using web-based programming languages. Prepares technical documentation. EDUCATION AND EXPERIENCE: Bachelor's Degree in Computer Science, a related field or equivalent experience, and 3-5 years of related experience. Provides technical consultation, planning, and administration of the software infrastructure and technical support for the implementation and maintenance of company's web sites. Requires advanced knowledge of web activities, techniques, tools, code, animation, browser and design related applications. May require graphics design skills.		0.13	1
Web Developer II	Western Management Group EduComp (CSULAX), 2021	Leads and participates in the design, development, maintenance and support of websites and applications. Design, develop and deploy custom interactive web applications and integrate logically designed databases. Evaluates and implements open source and commercial products to meet project needs. Maintains and expands client relationships as well as vendor relationships. Engages in technical projects to meet various university customers' requirements. Mentors junior staff. Advises on technical solutions as needed. Education and Experience: Bachelor degree or equivalent experience, and 2-3 years of related experience. In-depth knowledge of markup languages, experience with web programming and scripting languages and experience with relational databases. Proven work experience with CSS also required. Experience in installing, modifying, updating and administering open source CMS software. Web development experience, including experience designing and developing database-driven web sites, site-management, and back-end data systems. Experience mentoring junior staff preferred.		0	1
Web Developer II	Western Management Group EduComp (CSULAX), 2021	Leads and participates in the design, development, maintenance and support of websites and applications. Design, develop and deploy custom interactive web applications and integrate logically designed databases. Evaluates and implements open source and commercial products to meet project needs. Maintains and expands client relationships as well as vendor relationships. Engages in technical projects to meet various university customers' requirements. Mentors junior staff. Advises on technical solutions as needed. Education and Experience: Bachelor degree or equivalent experience, and 2-3 years of related experience. In-depth knowledge of markup languages, experience with web programming and scripting languages and experience with relational databases. Proven work experience with CSS also required. Experience in installing, modifying, updating and administering open source CMS software. Web development experience, including experience designing and developing database-driven web sites, site-management, and back-end data systems. Experience mentoring junior staff preferred.		0.25	1
Web Developer II	WTW General Industry Professional Technical & Operations - Job-Level Report, 2021	Designs and develops primarily internet/web pages, applications such as e-commerce and content-driven websites. Designs, codes, tests, debugs, documents and implements applications using a variety of languages and platforms such as Java, C, C++, C#, Python, PHP, JavaScript, SQL, Scala, Objective-C and Swift. Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UI) that consist of graphics, icons and color schemes that are visually appealing. Ensures that applications are compatible across multiple computing platforms and browsers. May require familiarity with streaming media concepts and techniques, including digital video and audio codes such as H.264, MPEG-4 and FLAC. May also involve responsive web design techniques. LEVEL: Intermediate (Professional) (P2). ALIGNS WITH: Global Grades 09 and 10. Has working knowledge and experience in own discipline. Continues to build knowledge of the organization, processes and customers. Performs a range of mainly straightforward assignments. Uses prescribed guidelines or policies to analyze and resolve problems. Receives a moderate level of guidance and direction. Global Grade 10 Differentiators: Typically follows prescribed guidelines or procedures to resolve problems. Has working knowledge of basic concepts and procedures; performs a variety of routine tasks or assignments. May train new team members and provide input to employee performance evaluations. Works with a moderate level of guidance. Global Grade 09 Differentiators: Has limited work experience involving basic concepts and procedures. Develops competence by performing structured work assignments. Uses existing procedures to solve routine or standard problems. Works under supervision and direction from more senior level roles.		0.13	1

Appendix C: Job Grades & Summary Job Analysis

Figure 232: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1038 Athletics and Sports - Athletic Administration - P3 Athletic Administration Professional III	01	7	4	\$74,901	\$88,078	85%	88%
1038 Athletics and Sports - Athletic Administration - P2	01	5	3	\$50,504	\$65,213	77%	86%
1038 Athletics and Sports - Athletic Administration - P1	01	4	4	\$50,484	\$57,860	87%	98%
8190 Athletics and Sports - Athletics and Sports Training - P3 Head Athletic Trainer	01	7	12	\$81,152	\$81,487	100%	99%
8185 Athletics and Sports - Athletics and Sports Training - P2 Athletic Trainer II	01	5	45	\$59,652	\$66,525	90%	93%
8180 Athletics and Sports - Athletics and Sports Training - P1	01	4	36	\$48,495	\$59,613	81%	90%
1578 Instructional Services - Instructional Support - S2	05	2	20	\$44,699	\$48,394	92%	91%
1577 Instructional Services - Instructional Support - S1	05	1	17	\$40,173	\$44,808	90%	93%
1513 Athletics and Sports - Athletics Equipment - S2 Athletic Equipment Attendant II	01	2	12	\$45,089	\$47,955	94%	93%
1514 Athletics and Sports - Athletics Equipment - S1	01	1	6	\$41,218	\$43,313	95%	92%
1549 Supply and Logistics - Inventory Management - S4 Property Clerk II	02	3	14	\$50,584	\$54,510	93%	92%
1550 Supply and Logistics - Inventory Management - S3	02	2	5	\$47,426	\$51,072	93%	94%
1504 Supply and Logistics - Mail and Property Distribution - S2	02	2	5	\$48,862	\$50,160	97%	103%
1502 Supply and Logistics - Mail and Property Distribution - S1 Shipping and Receiving Assistant	02	1	16	\$43,905	\$48,864	90%	89%
1509 Supply and Logistics - Mail and Property Distribution - S1	02	1	5	\$43,334	\$50,370	86%	78%
1505 Supply and Logistics - Mail and Property Distribution - S1	02	1	18	\$40,447	\$48,180	84%	84%
1619 Instructional Services - Instructional Support - P2	05	6	151	\$66,735	\$72,419	92%	88%
1617 Instructional Services - Instructional Support - S5	05	5	179	\$57,438	\$65,429	88%	86%
1615 Instructional Services - Instructional Support - S4	05	4	61	\$49,184	\$59,175	83%	85%
1506 Supply and Logistics - Stores - S1 Storekeeper I	02	1	12	\$44,873	\$49,640	90%	88%
1038 Hospitality, Events, Guest Services, and Sales - Events and Conference Management - P3	03	7	7	\$69,072	\$76,533	90%	87%
1038 Hospitality, Events, Guest Services, and Sales - Events and Conference Management - P2 Event and Conference Planner II	03	6	26	\$57,525	\$65,560	88%	93%
1038 Hospitality, Events, Guest Services, and Sales - Events and Conference Management - P1	03	5	10	\$52,646	\$57,534	92%	92%
1035 Hospitality, Events, Guest Services, and Sales - Events and Conference Management - S4 Event and Conference Coordination IV	03	4	5	\$44,290	\$51,615	86%	91%
1579 Instructional Services - Instructional Support - S3	05	3	21	\$48,457	\$54,418	89%	91%
1038 Hospitality, Events, Guest Services, and Sales - Guest Services and Sales - P2 Guest Services and Sales E II	03	6	4	\$68,781	\$72,930	94%	98%
1038 Hospitality, Events, Guest Services, and Sales - Guest Services and Sales - P1	03	5	4	\$53,526	\$58,050	92%	92%
1035 Hospitality, Events, Guest Services, and Sales - Guest Services and Sales - S4	03	4	4	\$48,888	\$52,894	92%	95%
1038 Hospitality, Events, Guest Services, and Sales - Housing and Hospitality - P3	03	7	10	\$69,102	\$73,544	94%	93%
1038 Hospitality, Events, Guest Services, and Sales - Housing and Hospitality - P2 Housing Operations Professional II	03	6	10	\$54,728	\$63,492	86%	89%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 233: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1038 Hospitality, Events, Guest Services, and Sales - Housing and Hospitality - P1	03	5	5	\$55,310	\$62,436	89%	82%
9687 Hospitality, Events, Guest Services, and Sales - Housing and Hospitality - S4 Head Resident	03	4	14	\$40,599	\$59,210	69%	78%
9688 Hospitality, Events, Guest Services, and Sales - Housing and Hospitality - S3	03	3	8	\$37,440	\$46,090	81%	91%
2889 Libraries and Museums - Archivists and Curators - S5	04	5	3	\$68,996	\$63,427	109%	110%
2888 Libraries and Museums - Archivists and Curators - S4	04	4	6	\$54,504	\$58,409	93%	93%
1038 Libraries and Museums - Library Services - P3	04	7	6	\$78,230	\$80,178	98%	92%
1038 Libraries and Museums - Library Services - P2	04	6	3	\$67,948	\$75,480	90%	85%
2889 Libraries and Museums - Library Services - S5 LIBRARY SERVICES SPECIALIST IV	04	5	68	\$62,366	\$65,612	95%	92%
2888 Libraries and Museums - Library Services - S4 Library Services Specialist III	04	4	133	\$52,411	\$59,605	88%	86%
2887 Libraries and Museums - Library Services - S3 LIBRARY SERVICES SPECIALIST II	04	3	105	\$45,744	\$55,046	83%	83%
2886 Libraries and Museums - Library Services - S2	04	2	19	\$39,956	\$51,591	77%	79%
8820 Police and Public Safety Services - Parking and Traffic Operations - S3	04	3	17	\$50,143	\$55,084	91%	85%
8810 Police and Public Safety Services - Parking and Traffic Operations - S2 Parking Officer II	04	2	22	\$46,683	\$52,004	90%	86%
8820 Police and Public Safety Services - Parking and Traffic Operations - S2	04	2	26	\$40,076	\$50,726	79%	80%
8810 Police and Public Safety Services - Parking and Traffic Operations - S1	04	1	27	\$39,893	\$47,013	85%	86%
8800 Police and Public Safety Services - Police Services - S3	04	3	25	\$64,792	\$56,822	114%	113%
8800 Police and Public Safety Services - Police Services - S2 Police Dispatcher I	04	2	72	\$52,740	\$50,753	104%	103%
8820 Police and Public Safety Services - Public Safety Services - S3 Security Officer II	04	2	19	\$53,370	\$56,511	94%	94%
8820 Police and Public Safety Services - Public Safety Services - S2	04	1	44	\$40,685	\$50,163	81%	83%
1038 Institutional Advancement - Advancement Services - P4 Advancement Professional IV	05	8	3	\$87,756	\$89,367	98%	102%
1038 Institutional Advancement - Advancement Services - P3	055	7	21	\$69,670	\$78,661	89%	91%
1038 Institutional Advancement - Advancement Services - P2 Advancement Professional II	05	6	28	\$60,333	\$71,778	84%	85%
1038 Institutional Advancement - Advancement Services - P1	05	5	16	\$55,763	\$66,896	83%	89%
1038 Institutional Advancement - Alumni Relations - P3	05	7	5	\$68,114	\$76,670	89%	88%
1038 Institutional Advancement - Alumni Relations - P2 Alumni Relations Professional II	05	6	12	\$57,294	\$70,533	81%	85%
1038 Institutional Advancement - Community and Government Relations - P3 Community and Govt. Relations Professional III	05	7	10	\$72,577	\$80,155	91%	90%
1038 Institutional Advancement - Community and Government Relations - P2	05	6	7	\$56,810	\$70,193	81%	84%
1038 Research - Grant and Contract Administration - P4	05	8	5	\$90,840	\$88,090	103%	103%
1038 Research - Grant and Contract Administration - P3	05	7	43	\$77,098	\$82,424	94%	93%
1038 Research - Grant and Contract Administration - P2 Grants and Contracts Professional II	05	6	41	\$62,511	\$73,414	85%	88%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 234: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
5783 Research - Grant and Contract Administration - P2 Grants and Contracts Professional II	05	6	5	\$83,309	\$82,420	101%	106%
5784 Research - Grant and Contract Administration - P1	05	5	4	\$66,036	\$75,010	88%	97%
5680 Research - Research and Data Analysis - P3 Research Technician III	05	7	43	\$71,057	\$80,633	88%	88%
5681 Research - Research and Data Analysis - P2	05	6	39	\$57,116	\$73,832	77%	79%
5683 Research - Research and Data Analysis - P1 Research Technician I	05	5	15	\$43,078	\$69,759	62%	67%
850 Communications, Marketing, and Public Affairs - Broadcast Communications - P3	06	6	9	\$84,828	\$83,493	102%	95%
1038 Communications, Marketing, and Public Affairs - Communications - P4	06	7	5	\$90,806	\$103,689	88%	94%
800 Communications, Marketing, and Public Affairs - Communications - P3	06	6	71	\$67,678	\$84,145	80%	83%
1038 Communications, Marketing, and Public Affairs - Communications - P3	06	6	3	\$75,088	\$84,320	89%	86%
800 Communications, Marketing, and Public Affairs - Communications - P2 COMMUNICATION PROFESSIONAL II	06	5	111	\$59,252	\$73,196	81%	83%
1038 Communications, Marketing, and Public Affairs - Communications - P2 COMMUNICATION PROFESSIONAL II	06	5	9	\$63,843	\$75,804	84%	81%
800 Communications, Marketing, and Public Affairs - Communications - P1	06	4	26	\$45,876	\$63,961	72%	74%
801 Communications, Marketing, and Public Affairs - Communications - P1	06	4	3	\$46,582	\$63,690	73%	72%
800 Communications, Marketing, and Public Affairs - Marketing - P3	06	6	15	\$66,552	\$83,328	80%	83%
1038 Communications, Marketing, and Public Affairs - Marketing - P3	06	6	6	\$78,444	\$89,280	88%	95%
800 Communications, Marketing, and Public Affairs - Marketing - P2 Marketing Professional II	06	5	16	\$56,921	\$74,415	76%	78%
1038 Communications, Marketing, and Public Affairs - Marketing - P2 Marketing Professional II	06	5	4	\$59,175	\$77,080	77%	72%
800 Communications, Marketing, and Public Affairs - Marketing - P1	06	4	3	\$40,808	\$63,690	64%	73%
810 Communications, Marketing, and Public Affairs - Multimedia - P3	06	6	35	\$71,688	\$85,057	84%	82%
820 Communications, Marketing, and Public Affairs - Multimedia - P3	06	6	50	\$68,311	\$83,955	81%	78%
820 Communications, Marketing, and Public Affairs - Multimedia - P2 Graphic Designer II	06	5	49	\$60,492	\$74,620	81%	80%
810 Communications, Marketing, and Public Affairs - Multimedia - P2	06	5	33	\$58,133	\$73,109	80%	79%
800 Communications, Marketing, and Public Affairs - Multimedia - P2	06	5	4	\$54,075	\$75,440	72%	78%
420 Communications, Marketing, and Public Affairs - Multimedia - P2	06	5	4	\$65,310	\$75,440	87%	87%
820 Communications, Marketing, and Public Affairs - Multimedia - P1	06	4	19	\$50,255	\$64,501	78%	77%
810 Communications, Marketing, and Public Affairs - Multimedia - P1	06	4	13	\$46,585	\$64,830	72%	71%
800 Communications, Marketing, and Public Affairs - Multimedia - P1	06	4	5	\$45,226	\$63,690	71%	77%
830 Communications, Marketing, and Public Affairs - Multimedia - S3	06	3	6	\$42,616	\$57,488	74%	73%
1483 Communications, Marketing, and Public Affairs - Printing and Production - S4	06	4	7	\$54,183	\$64,104	85%	88%
1482 Communications, Marketing, and Public Affairs - Printing and Production - S3 Reprographics Specialist III	06	3	11	\$46,331	\$56,675	82%	79%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 235: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1481 Communications, Marketing, and Public Affairs - Printing and Production - S2	06	2	12	\$43,074	\$50,130	86%	83%
800 Communications, Marketing, and Public Affairs - Public Relations and Media - P3 Public Relations and Media Professional III	06	7	9	\$71,475	\$95,072	75%	74%
800 Communications, Marketing, and Public Affairs - Public Relations and Media - P2	06	6	8	\$53,777	\$83,080	65%	68%
800 Communications, Marketing, and Public Affairs - Public Relations and Media - P1	06	5	4	\$48,096	\$72,980	66%	64%
800 Communications, Marketing, and Public Affairs - Sports Information - P3	06	6	8	\$64,938	\$82,770	78%	78%
800 Communications, Marketing, and Public Affairs - Sports Information - P2 Sports Information Professional II	06	5	18	\$54,961	\$73,800	74%	75%
1038 Compliance, Risk Management, and Safety - Compliance - P4	06	8	5	\$83,642	\$112,808	74%	72%
1038 Compliance, Risk Management, and Safety - Compliance - P3	06	7	5	\$77,902	\$94,416	83%	83%
1038 Compliance, Risk Management, and Safety - Compliance - P2 Compliance Professional II	06	6	7	\$55,881	\$86,623	65%	69%
1038 Compliance, Risk Management, and Safety - Compliance - P1	06	5	7	\$55,665	\$72,629	77%	81%
1038 Compliance, Risk Management, and Safety - Emergency Preparedness - P3	06	7	4	\$72,306	\$102,214	71%	77%
1038 Compliance, Risk Management, and Safety - Health and Safety - P4	06	8	10	\$87,888	\$117,110	75%	78%
1038 Compliance, Risk Management, and Safety - Health and Safety - P3 Health and Safety Professional III	06	7	20	\$76,705	\$97,156	79%	79%
1038 Compliance, Risk Management, and Safety - Health and Safety - P2	06	6	17	\$62,975	\$83,809	75%	77%
1038 Compliance, Risk Management, and Safety - Health and Safety - P1	06	5	5	\$55,032	\$72,160	76%	72%
6970 Compliance, Risk Management, and Safety - Health and Safety - P1	06	5	6	\$72,922	\$74,034	98%	93%
1038 Compliance, Risk Management, and Safety - Risk Management - P3	06	7	3	\$74,488	\$98,350	76%	79%
1038 Compliance, Risk Management, and Safety - Risk Management - P2 Risk Management Professional II	06	6	6	\$58,310	\$82,460	71%	72%
1038 Finance - Accounting, Financial Operations, and Reporting - P4 Accountant IV	06	8	11	\$92,791	\$108,202	86%	87%
4556 Finance - Accounting, Financial Operations, and Reporting - P3	06	6	45	\$79,784	\$84,651	94%	95%
1038 Finance - Accounting, Financial Operations, and Reporting - P3	06	6	22	\$73,996	\$83,531	89%	87%
4555 Finance - Accounting, Financial Operations, and Reporting - P2 Accountant II	06	5	98	\$67,933	\$75,341	90%	92%
1038 Finance - Accounting, Financial Operations, and Reporting - P2 Accountant II	06	5	19	\$65,385	\$76,260	86%	84%
1762 Finance - Accounting, Financial Operations, and Reporting - P1	06	4	67	\$54,795	\$66,326	83%	86%
1740 Finance - Accounting, Financial Operations, and Reporting - S4	06	4	19	\$52,789	\$66,433	79%	79%
1741 Finance - Accounting, Financial Operations, and Reporting - S3 ACCOUNTING TECHNICIAN II	06	3	48	\$45,308	\$56,992	79%	81%
1730 Finance - Accounting, Financial Operations, and Reporting - S2	06	2	8	\$40,586	\$50,456	80%	82%
1730 Finance - Accounting, Financial Operations, and Reporting - S1	06	1	9	\$38,861	\$44,001	88%	95%
1038 Finance - Accounts Payable/Receivable/Bursar - P3 Accounts Payable/Receivable E III	06	6	13	\$70,252	\$87,849	80%	79%
1038 Finance - Accounts Payable/Receivable/Bursar - P2	06	5	13	\$62,679	\$77,963	80%	80%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 236: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1740 Finance - Accounts Payable/Receivable/Bursar - S4	06	4	96	\$51,388	\$65,047	79%	78%
1038 Finance - Accounts Payable/Receivable/Bursar - P1	06	4	10	\$56,398	\$63,980	88%	87%
1741 Finance - Accounts Payable/Receivable/Bursar - S3 Accounts Payable Technician II	06	3	104	\$45,626	\$57,246	80%	83%
1730 Finance - Accounts Payable/Receivable/Bursar - S2	06	2	12	\$39,455	\$49,783	79%	81%
1730 Finance - Accounts Payable/Receivable/Bursar - S1	06	1	6	\$39,380	\$43,780	90%	101%
1038 Finance - Budget and Financial Analysis - P4	06	7	5	\$91,946	\$93,573	98%	100%
1038 Finance - Budget and Financial Analysis - P3	06	6	18	\$76,929	\$84,940	91%	91%
5284 Finance - Budget and Financial Analysis - P3 SENIOR BUDGET ANALYST	06	6	34	\$77,866	\$83,647	93%	90%
5287 Finance - Budget and Financial Analysis - P2	06	5	18	\$60,009	\$73,436	82%	85%
1038 Finance - Budget and Financial Analysis - P2	06	5	4	\$64,074	\$79,540	81%	77%
1038 Finance - Budget and Financial Analysis - P1	06	4	8	\$54,101	\$64,414	84%	86%
1759 Finance - Collections - S3 COLLECTIONS REPRESENTATIVE II	06	3	16	\$50,426	\$59,723	84%	82%
1758 Finance - Collections - S2	06	2	3	\$39,272	\$51,865	76%	75%
4794 Finance - Procurement - P3 BUYER III	06	7	29	\$68,696	\$93,893	73%	73%
4795 Finance - Procurement - P3	06	7	5	\$84,137	\$96,945	87%	83%
1038 Finance - Procurement - P3	06	6	21	\$81,108	\$86,446	94%	96%
1038 Finance - Procurement - P2	06	5	11	\$65,201	\$73,353	89%	91%
4792 Finance - Procurement - P2	06	5	30	\$55,722	\$74,128	75%	77%
4791 Finance - Procurement - P1	06	4	15	\$49,377	\$65,234	76%	78%
1038 Finance - Procurement - P1	06	4	3	\$59,228	\$65,620	90%	91%
1038 Human Resources - HR Generalist - P3	06	6	6	\$74,672	\$87,420	85%	83%
1038 Human Resources - HR Generalist - P2 HR Generalist II	06	5	14	\$61,092	\$73,097	84%	87%
1038 Human Resources - HR Generalist - P1	06	4	16	\$54,363	\$68,288	80%	82%
1038 Human Resources - HR Specialist - P4	06	7	3	\$86,976	\$95,540	91%	94%
1038 Human Resources - HR Specialist - P3 HR Specialist III	06	6	21	\$73,997	\$82,194	90%	88%
1038 Human Resources - HR Specialist - P2 HR Specialist II	06	5	12	\$59,843	\$73,800	81%	86%
1038 Human Resources - HR Specialist - P1	06	4	18	\$55,651	\$66,424	84%	89%
1038 Human Resources - Payroll - P2	06	5	12	\$62,753	\$74,620	84%	82%
1102 Human Resources - Payroll - S4	06	4	24	\$58,448	\$64,581	91%	94%
1038 Human Resources - Payroll - P1	06	4	6	\$55,868	\$68,515	82%	86%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 237: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1101 Human Resources - Payroll - S3 PAYROLL TECHNICIAN II	06	3	54	\$50,756	\$57,929	88%	90%
1100 Human Resources - Payroll - S2	06	2	18	\$42,829	\$51,390	83%	93%
1038 Inclusivity and Equity - Accessibility Resources - P3	06	7	3	\$68,052	\$98,350	69%	64%
7168 Inclusivity and Equity - Accessibility Resources - P3	06	7	11	\$84,262	\$96,594	87%	97%
7192 Inclusivity and Equity - Accessibility Resources - P3	06	7	3	\$89,901	\$101,160	89%	84%
7169 Inclusivity and Equity - Accessibility Resources - P2 Interpreter II-A	06	5	3	\$105,062	\$72,488	145%	150%
7201 Inclusivity and Equity - Accessibility Resources - P2 Interpreter II-A	06	5	12	\$111,409	\$72,160	154%	144%
7170 Inclusivity and Equity - Accessibility Resources - P1	06	4	4	\$66,072	\$63,276	104%	106%
7220 Inclusivity and Equity - Accessibility Resources - P1	06	4	5	\$85,122	\$63,690	134%	133%
1038 Inclusivity and Equity - Diversity and Equity - P3 Diversity Professional III	06	7	4	\$62,853	\$93,784	67%	76%
8820 Inclusivity and Equity - Diversity and Equity - S3	06	3	6	\$38,592	\$56,210	69%	78%
7926 Healthcare - Clinical Lab Services - P2 CLINICAL LABORATORY SCIENTIST II	07	7	14	\$87,881	\$89,152	99%	96%
7927 Healthcare - Clinical Lab Services - P1	07	6	11	\$74,630	\$77,220	97%	102%
7922 Healthcare - Clinical Lab Services - S2 PHLEBOTOMIST/CLINICAL LABORATORY ASSISTANT	07	2	13	\$43,130	\$43,474	99%	100%
8148 Healthcare - Clinical Services - S3 MEDICAL ASSISTANT	07	2	82	\$45,951	\$45,278	101%	102%
8137 Healthcare - Clinical Services - S2	07	2	21	\$42,633	\$45,033	95%	95%
5210 Healthcare - Healthcare Administration - S3	07	3	3	\$56,000	\$53,317	105%	99%
1140 Healthcare - Healthcare Administration - S2 HEALTH INFORMATION TECHNICIAN	07	2	9	\$48,637	\$44,886	108%	103%
8147 Healthcare - Healthcare Education - P2 Health Educator	07	6	53	\$64,700	\$79,191	82%	82%
8145 Healthcare - Healthcare Education - S3	07	4	14	\$53,014	\$64,641	82%	90%
7976 Healthcare - Healthcare Specialists - P3 SPEECH PATHOLOGIST	07	8	6	\$97,659	\$106,356	92%	89%
7996 Healthcare - Healthcare Specialists - S4 RADIOLOGIC TECHNOLOGIST II	07	6	10	\$68,494	\$77,963	88%	83%
7993 Healthcare - Pharmacy - P4 PHARMACIST II	07	10	15	\$137,888	\$141,289	98%	93%
7992 Healthcare - Pharmacy - P3	07	9	8	\$120,769	\$120,263	100%	99%
7994 Healthcare - Pharmacy - S3 PHARMACY TECHNICIAN	07	3	9	\$46,078	\$51,576	89%	87%
8166 Healthcare - Physician Assistant and Nursing - P4 Nurse Practitioner IV	07	10	42	\$116,694	\$141,863	82%	81%
8161 Healthcare - Physician Assistant and Nursing - P4 PHYSICIAN ASSISTANT	07	9	17	\$113,305	\$118,153	96%	94%
8157 Healthcare - Physician Assistant and Nursing - P3	07	8	15	\$82,894	\$104,824	79%	81%
8154 Healthcare - Physician Assistant and Nursing - P2 REGISTERED NURSE II	07	7	27	\$76,324	\$89,683	85%	86%
8151 Healthcare - Physician Assistant and Nursing - P1	07	6	4	\$65,041	\$75,240	86%	94%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 238: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
8133 Healthcare - Physician Assistant and Nursing - S4 LICENSED VOCATIONAL NURSE II	07	5	19	\$58,590	\$67,917	86%	82%
8134 Healthcare - Physician Assistant and Nursing - S3	07	3	13	\$49,786	\$51,325	97%	100%
5787 Analysis, Planning, and Administrative Services - Academic and Institutional Studies - P3	08	9	13	\$105,885	\$101,302	105%	103%
5783 Analysis, Planning, and Administrative Services - Academic and Institutional Studies - P2 ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	08	7	16	\$84,227	\$79,505	106%	105%
5784 Analysis, Planning, and Administrative Services - Academic and Institutional Studies - P1	08	6	3	\$68,670	\$71,272	96%	94%
1038 Analysis, Planning, and Administrative Services - Academic Coordination and Records - P4	08	8	3	\$97,676	\$88,513	110%	119%
1038 Analysis, Planning, and Administrative Services - Academic Coordination and Records - P3	08	7	30	\$70,634	\$76,039	93%	92%
1038 Analysis, Planning, and Administrative Services - Academic Coordination and Records - P2 Academic Coordinator II	08	6	38	\$64,206	\$69,460	92%	91%
1038 Analysis, Planning, and Administrative Services - Academic Coordination and Records - P1	08	5	40	\$53,004	\$62,380	85%	85%
1038 Analysis, Planning, and Administrative Services - Administrative Services - P3	08	8	7	\$75,531	\$88,643	85%	84%
1038 Analysis, Planning, and Administrative Services - Administrative Services - P2 Executive Assistant	08	7	30	\$62,625	\$77,135	81%	85%
1038 Analysis, Planning, and Administrative Services - Administrative Services - P1	08	6	53	\$56,136	\$67,977	83%	83%
1033 Analysis, Planning, and Administrative Services - Administrative Services - S4 Administrative Support Coordinator II	08	5	6	\$52,433	\$59,018	89%	88%
1034 Analysis, Planning, and Administrative Services - Administrative Services - S4 Administrative Support Coordinator II	08	5	32	\$49,824	\$58,160	86%	85%
1035 Analysis, Planning, and Administrative Services - Administrative Services - S4 Administrative Support Coordinator II	08	5	1111	\$48,830	\$61,852	79%	81%
1033 Analysis, Planning, and Administrative Services - Administrative Services - S3 Administrative Support Coordinator I	08	4	23	\$44,366	\$54,336	82%	83%
1034 Analysis, Planning, and Administrative Services - Administrative Services - S3 Administrative Support Coordinator I	08	4	41	\$42,751	\$53,464	80%	81%
1035 Analysis, Planning, and Administrative Services - Administrative Services - S3 Administrative Support Assistant I	08	4	1085	\$43,320	\$56,107	77%	80%
1032 Analysis, Planning, and Administrative Services - Administrative Services - S2 ADMINISTRATIVE SUPPORT ASSISTANT II	08	2	527	\$39,429	\$46,274	85%	89%
1030 Analysis, Planning, and Administrative Services - Administrative Services - S2 ADMINISTRATIVE SUPPORT ASSISTANT II	08	2	13	\$39,025	\$44,000	89%	90%
1031 Analysis, Planning, and Administrative Services - Administrative Services - S2 ADMINISTRATIVE SUPPORT ASSISTANT II	08	2	15	\$38,883	\$44,337	88%	90%
1032 Analysis, Planning, and Administrative Services - Administrative Services - S1 Administrative Support Assistant I	08	1	102	\$37,876	\$41,875	90%	96%
1031 Analysis, Planning, and Administrative Services - Administrative Services - S1 Administrative Support Assistant I	08	1	4	\$37,440	\$40,781	92%	98%
5787 Analysis, Planning, and Administrative Services - Institutional Research - P3	08	9	6	\$98,484	\$92,345	107%	107%
5783 Analysis, Planning, and Administrative Services - Institutional Research - P2 Institutional Research Analyst II	08	8	14	\$84,533	\$83,220	102%	106%
5784 Analysis, Planning, and Administrative Services - Institutional Research - P1	08	7	3	\$78,472	\$83,000	95%	106%
1038 Analysis, Planning, and Administrative Services - Planning, Analysis, and Reporting - P4 ADMINISTRATIVE ANALYST/SPECIALIST IV	08	9	73	\$92,423	\$96,143	96%	95%
1038 Analysis, Planning, and Administrative Services - Planning, Analysis, and Reporting - P3 ADMINISTRATIVE ANALYST/SPECIALIST III	08	8	355	\$73,281	\$84,909	86%	87%
5787 Analysis, Planning, and Administrative Services - Planning, Analysis, and Reporting - P3 ADMINISTRATIVE ANALYST/SPECIALIST III	08	8	4	\$97,497	\$85,775	114%	109%
1038 Analysis, Planning, and Administrative Services - Planning, Analysis, and Reporting - P2 ADMINISTRATIVE ANALYST/SPECIALIST II	08	7	700	\$60,769	\$76,205	80%	81%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 239: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
1038 Analysis, Planning, and Administrative Services - Planning, Analysis, and Reporting - P1 ADMINISTRATIVE ANALYST/SPECIALIST I	08	6	829	\$54,625	\$69,965	78%	79%
651 Facilities Design and Planning - Agricultural and Grounds Technicians - S4	09	3	3	\$57,380	\$64,130	89%	87%
666 Facilities Design and Planning - Agricultural and Grounds Technicians - S4 LIVESTOCK TECHNICIAN II	09	3	6	\$45,078	\$66,073	68%	74%
3024 Facilities Design and Planning - Drafting and Engineering Services - S4 Drafting Technician II	09	4	6	\$63,596	\$75,122	85%	80%
7024 Facilities Design and Planning - Equipment Design and Maintenance - S4 EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT	09	4	26	\$71,084	\$77,254	92%	86%
7022 Facilities Design and Planning - Equipment Design and Maintenance - S4 EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL	09	4	23	\$75,364	\$73,953	102%	95%
7023 Facilities Design and Planning - Equipment Design and Maintenance - S4	09	4	16	\$71,102	\$75,259	94%	87%
7021 Facilities Design and Planning - Equipment Design and Maintenance - S4	09	4	12	\$75,110	\$78,686	95%	89%
7012 Facilities Design and Planning - Equipment Design and Maintenance - S3 EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL	09	3	20	\$61,870	\$65,796	94%	92%
7011 Facilities Design and Planning - Equipment Design and Maintenance - S3	09	3	5	\$56,285	\$68,211	83%	81%
7013 Facilities Design and Planning - Equipment Design and Maintenance - S3 EQUIPMENT TECHNICIAN II, ELECTRONIC	09	3	11	\$64,597	\$67,774	95%	90%
7014 Facilities Design and Planning - Equipment Design and Maintenance - S3	09	3	11	\$62,465	\$66,073	95%	93%
7004 Facilities Design and Planning - Equipment Design and Maintenance - S2	09	2	5	\$57,633	\$58,938	98%	98%
7002 Facilities Design and Planning - Equipment Design and Maintenance - S2	09	2	3	\$52,724	\$61,178	86%	83%
7001 Facilities Design and Planning - Equipment Design and Maintenance - S2	09	2	6	\$50,312	\$58,716	86%	87%
7000 Facilities Design and Planning - Equipment Design and Maintenance - S2	09	2	4	\$48,663	\$60,101	81%	78%
1038 Facilities Design and Planning - Facilities Planning and Management - P4	09	7	3	\$81,364	\$106,987	76%	73%
2572 Facilities Design and Planning - Facilities Planning and Management - P4	09	7	3	\$73,692	\$108,560	68%	64%
6725 Facilities Design and Planning - Facilities Planning and Management - P3	09	6	3	\$75,784	\$92,070	82%	83%
1038 Facilities Design and Planning - Facilities Planning and Management - P3	09	6	12	\$79,241	\$94,163	84%	89%
1038 Facilities Design and Planning - Facilities Planning and Management - P2	09	5	6	\$59,902	\$82,857	72%	75%
6726 Facilities Design and Planning - Facilities Planning and Management - P2	09	5	4	\$74,451	\$81,620	91%	86%
1038 Facilities Design and Planning - Facilities Project Management - P4	09	7	4	\$99,264	\$113,280	88%	86%
1038 Facilities Design and Planning - Facilities Project Management - P3	09	6	15	\$78,695	\$93,186	84%	85%
5783 Facilities Design and Planning - Facilities Project Management - P2	09	5	4	\$94,566	\$90,895	104%	101%
1038 Facilities Design and Planning - Sustainability - P4	09	7	4	\$83,403	\$114,460	73%	69%
1038 Facilities Design and Planning - Sustainability - P3	09	6	6	\$70,646	\$90,675	78%	79%
1038 Facilities Design and Planning - Sustainability - P2 Sustainability Professional II	09	5	4	\$53,043	\$81,620	65%	72%
420 Information Technology - Accessible Technology - P2 Accessibility Technologist II	09	6	13	\$70,202	\$95,289	74%	71%
400 Information Technology - Business Systems and Project Analysis - P3	09	7	46	\$114,874	\$107,857	107%	97%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 240: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
420 Information Technology - Business Systems and Project Analysis - P3	09	7	54	\$98,552	\$110,308	89%	86%
1038 Information Technology - Business Systems and Project Analysis - P3	09	7	6	\$71,178	\$104,627	68%	71%
400 Information Technology - Business Systems and Project Analysis - P2 Business Analyst II	09	6	124	\$88,472	\$93,100	95%	92%
420 Information Technology - Business Systems and Project Analysis - P2 Business Analyst II	09	6	248	\$74,064	\$94,481	78%	76%
420 Information Technology - Business Systems and Project Analysis - P1	09	5	36	\$54,530	\$85,711	64%	65%
400 Information Technology - Business Systems and Project Analysis - P1	09	5	14	\$54,729	\$82,362	66%	68%
400 Information Technology - Data Analytics - P3 Data Analytics Developer III	09	7	22	\$110,671	\$111,564	99%	97%
400 Information Technology - Data Analytics - P2	09	6	13	\$90,071	\$99,244	91%	87%
420 Information Technology - Data Analytics - P2	09	6	13	\$83,535	\$96,577	86%	87%
400 Information Technology - Data Analytics - P1	09	5	5	\$57,948	\$87,556	66%	76%
400 Information Technology - Information and Instructional Technology - P3	09	7	3	\$109,788	\$111,707	98%	93%
420 Information Technology - Information and Instructional Technology - P3	09	7	29	\$92,507	\$108,723	85%	84%
1038 Information Technology - Information and Instructional Technology - P3	09	7	3	\$77,976	\$108,560	72%	72%
420 Information Technology - Information and Instructional Technology - P2 Academic Technologist II	09	6	109	\$71,238	\$96,519	74%	74%
400 Information Technology - Information and Instructional Technology - P2 Academic Technologist II	09	6	5	\$92,542	\$99,603	93%	87%
420 Information Technology - Information and Instructional Technology - P1	09	5	12	\$54,310	\$84,270	64%	70%
400 Information Technology - Information Security and Compliance - P3 Information Security Analyst III	09	7	8	\$111,350	\$107,380	104%	98%
410 Information Technology - Information Security and Compliance - P3 Information Security Analyst III	09	7	7	\$108,115	\$108,560	100%	94%
420 Information Technology - Information Security and Compliance - P3 Information Security Analyst III	09	7	6	\$108,750	\$108,560	100%	97%
420 Information Technology - Information Security and Compliance - P2	09	6	13	\$79,242	\$95,611	83%	80%
410 Information Technology - Information Security and Compliance - P2	09	6	11	\$87,993	\$92,450	95%	95%
400 Information Technology - Information Security and Compliance - P2	09	6	9	\$89,187	\$92,535	96%	92%
430 Information Technology - Network and Digital Communications - P3 Network Analyst III	09	7	44	\$111,258	\$108,775	102%	96%
400 Information Technology - Network and Digital Communications - P3 Network Analyst III	09	7	6	\$125,122	\$106,987	117%	112%
410 Information Technology - Network and Digital Communications - P3 Network Analyst III	09	7	8	\$112,532	\$108,560	104%	99%
420 Information Technology - Network and Digital Communications - P3 Network Analyst III	09	7	7	\$94,087	\$109,234	86%	88%
430 Information Technology - Network and Digital Communications - P2 Network Analyst II	09	6	74	\$83,603	\$95,803	87%	83%
400 Information Technology - Network and Digital Communications - P2 Network Analyst II	09	6	5	\$84,274	\$92,907	91%	94%
420 Information Technology - Network and Digital Communications - P2 Network Analyst II	09	6	24	\$80,062	\$95,034	84%	80%
410 Information Technology - Network and Digital Communications - P2 Network Analyst II	09	6	7	\$91,111	\$93,864	97%	92%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 241: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
430 Information Technology - Network and Digital Communications - P1	09	5	3	\$56,368	\$86,567	65%	68%
400 Information Technology - Software Development - P3	09	7	11	\$112,651	\$103,840	108%	102%
420 Information Technology - Software Development - P3	09	7	3	\$99,752	\$103,840	96%	85%
420 Information Technology - Software Development - P2 Software Developer II	09	6	5	\$70,368	\$92,907	76%	74%
400 Information Technology - Software Development - P2 Software Developer II	09	6	27	\$86,797	\$92,219	94%	94%
400 Information Technology - Software Development - P1	09	5	4	\$49,275	\$80,693	61%	64%
400 Information Technology - System Development and Operations - P3	09	7	89	\$119,373	\$108,975	110%	105%
410 Information Technology - System Development and Operations - P3	09	7	77	\$107,334	\$107,886	99%	93%
420 Information Technology - System Development and Operations - P3	09	7	13	\$99,511	\$116,185	86%	87%
400 Information Technology - System Development and Operations - P2 Systems Administrator II	09	6	79	\$88,764	\$94,136	94%	91%
410 Information Technology - System Development and Operations - P2 Systems Administrator II	09	6	129	\$85,198	\$93,795	91%	87%
400 Information Technology - System Development and Operations - P2 Database Administrator II	09	6	18	\$102,087	\$94,395	108%	103%
420 Information Technology - System Development and Operations - P2 Systems Administrator II	09	6	43	\$77,049	\$96,731	80%	79%
400 Information Technology - System Development and Operations - P1 Systems Administrator II	09	5	10	\$55,681	\$83,846	66%	72%
410 Information Technology - System Development and Operations - P1 Systems Administrator I	09	5	4	\$53,154	\$83,475	64%	66%
420 Information Technology - System Development and Operations - P1 Systems Administrator I	09	5	3	\$67,880	\$87,803	77%	69%
450 Information Technology - System Development and Operations - S3	09	3	8	\$52,153	\$66,462	78%	72%
450 Information Technology - System Development and Operations - S2	09	2	3	\$46,640	\$56,870	82%	77%
420 Information Technology - Technology Strategy - P3	09	7	3	\$101,752	\$116,427	87%	82%
420 Information Technology - Technology Strategy - P2	09	6	3	\$77,744	\$97,650	80%	82%
400 Information Technology - Technology Support - P3 Technology Support Professional III	09	6	3	\$120,048	\$96,255	125%	111%
420 Information Technology - Technology Support - P3 Technology Support Professional III	09	6	65	\$91,203	\$93,881	97%	94%
420 Information Technology - Technology Support - P2	09	5	386	\$70,639	\$83,370	85%	82%
400 Information Technology - Technology Support - P2	09	5	5	\$99,432	\$84,588	118%	105%
421 Information Technology - Technology Support - P2	09	5	4	\$62,791	\$77,910	81%	76%
440 Information Technology - Technology Support - S4	09	4	14	\$67,985	\$73,790	92%	90%
420 Information Technology - Technology Support - P1	09	3	62	\$51,828	\$65,941	79%	83%
440 Information Technology - Technology Support - S3 Equipment Systems Specialist	09	3	65	\$58,262	\$65,218	89%	86%
440 Information Technology - Technology Support - S2	09	2	9	\$42,525	\$58,881	72%	75%
400 Information Technology - User Experience - P3	09	7	13	\$106,663	\$113,643	94%	92%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 242: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
420 Information Technology - User Experience - P3	09	7	10	\$93,989	\$108,088	87%	84%
400 Information Technology - User Experience - P2 Web Developer II	09	6	37	\$80,576	\$96,255	84%	82%
420 Information Technology - User Experience - P2	09	6	15	\$67,234	\$95,697	70%	69%
420 Information Technology - User Experience - P2 Web Developer II	09	6	27	\$71,344	\$97,960	73%	70%
420 Information Technology - User Experience - P2 User Experience Analyst II	09	6	3	\$77,136	\$99,045	78%	86%
420 Information Technology - User Experience - P1	09	5	5	\$59,105	\$89,040	66%	67%
400 Information Technology - User Experience - P1	09	5	3	\$50,440	\$82,857	61%	63%
2866 Arts - Musician - S3 Accompanist II	10	4	15	\$60,294	\$64,162	94%	82%
840 Arts - Performing Arts Production - S4 Performing Arts Technician III	10	4	38	\$63,203	\$63,392	100%	99%
840 Arts - Performing Arts Production - S3	10	3	41	\$55,985	\$57,602	97%	95%
6951 Arts - Performing Arts Production - S3	10	3	6	\$62,982	\$57,714	109%	105%
841 Arts - Performing Arts Production - S3	10	3	4	\$52,825	\$56,813	93%	95%
840 Arts - Performing Arts Production - S2 Performing Arts Technician I	10	2	4	\$49,270	\$51,237	96%	93%
7750 Physicians - Physicians - P5 PHYSICIAN - SPECIALTY SERVICES	R01	6	13	\$232,048	\$279,840	83%	82%
7737 Physicians - Primary Care - P5 PHYSICIAN - PRIMARY CARE	R01	6	3	\$232,890	\$286,440	81%	86%
7737 Physicians - Primary Care - P4 PHYSICIAN - PRIMARY CARE	R01	5	43	\$191,769	\$239,931	80%	80%
3086 Academic Services and Student Experience - Academic Advising - P4	R04	6	19	\$70,928	\$80,619	88%	87%
3084 Academic Services and Student Experience - Academic Advising - P3 Academic Advisor III	R04	5	102	\$59,381	\$72,093	82%	83%
3082 Academic Services and Student Experience - Academic Advising - P2 Academic Advisor II	R04	4	183	\$52,953	\$62,966	84%	89%
3079 Academic Services and Student Experience - Academic Advising - P1	R04	2	19	\$45,383	\$49,882	91%	102%
3086 Academic Services and Student Experience - Academic and Student Registration and Records - P4	R04	6	19	\$70,155	\$79,049	89%	88%
3084 Academic Services and Student Experience - Academic and Student Registration and Records - P3 Academic Records Professional III	R04	5	47	\$60,230	\$69,420	87%	84%
2630 Academic Services and Student Experience - Academic and Student Registration and Records - S4 Credential Analyst II	R04	4	31	\$59,256	\$63,298	94%	88%
3082 Academic Services and Student Experience - Academic and Student Registration and Records - P2 Registration and Records Counselor II	R04	4	112	\$53,802	\$63,059	85%	87%
2633 Academic Services and Student Experience - Academic and Student Registration and Records - S4	R04	4	38	\$50,833	\$62,261	82%	81%
2632 Academic Services and Student Experience - Academic and Student Registration and Records - S3 Evaluator I	R04	3	73	\$44,733	\$56,802	79%	83%
2628 Academic Services and Student Experience - Academic and Student Registration and Records - S3	R04	3	5	\$49,349	\$55,389	89%	96%
3079 Academic Services and Student Experience - Academic and Student Registration and Records - P1	R04	2	20	\$46,849	\$49,395	95%	102%
2634 Academic Services and Student Experience - Academic and Student Registration and Records - S2	R04	2	9	\$41,669	\$50,547	82%	94%
3086 Academic Services and Student Experience - Admissions and Recruitment - P4	R04	6	25	\$70,389	\$78,734	89%	90%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 243: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
3084 Academic Services and Student Experience - Admissions and Recruitment - P3	R04	5	63	\$59,798	\$71,017	84%	85%
3082 Academic Services and Student Experience - Admissions and Recruitment - P2 Recruitment Professional II	R04	4	169	\$53,157	\$63,710	83%	86%
3079 Academic Services and Student Experience - Admissions and Recruitment - P1 Admissions Professional I	R04	2	38	\$46,261	\$49,236	94%	98%
3086 Academic Services and Student Experience - Career Services and Student Professional Development - P4 Career Professional IV	R04	6	13	\$71,753	\$79,733	90%	90%
3084 Academic Services and Student Experience - Career Services and Student Professional Development - P3	R04	5	61	\$59,602	\$70,737	84%	86%
3082 Academic Services and Student Experience - Career Services and Student Professional Development - P2 Career Professional II	R04	4	24	\$54,363	\$61,587	88%	92%
5182 Academic Services and Student Experience - Extended Education - P3 Extended Education Specialist II	R04	6	51	\$73,564	\$79,791	92%	91%
5181 Academic Services and Student Experience - Extended Education - P2	R04	5	33	\$58,824	\$70,815	83%	86%
3086 Academic Services and Student Experience - Financial Aid - P4 Financial Aid Professional IV	R04	6	24	\$69,369	\$79,688	87%	90%
3084 Academic Services and Student Experience - Financial Aid - P3	R04	5	69	\$59,453	\$70,042	85%	87%
3082 Academic Services and Student Experience - Financial Aid - P2 Financial Aid Professional II	R04	3	90	\$53,423	\$56,553	94%	97%
2635 Academic Services and Student Experience - Financial Aid - S2 Student Personnel Technician, Financial Aid	R04	2	29	\$44,807	\$49,983	90%	94%
3079 Academic Services and Student Experience - Financial Aid - P1	R04	2	33	\$46,121	\$49,191	94%	104%
3086 Academic Services and Student Experience - International Programs - P4	R04	6	16	\$74,698	\$82,233	91%	92%
3084 Academic Services and Student Experience - International Programs - P3	R04	5	25	\$60,895	\$71,400	85%	88%
3082 Academic Services and Student Experience - International Programs - P2 International Program Professional II	R04	4	31	\$53,857	\$62,730	86%	86%
3086 Academic Services and Student Experience - Recreation - P4	R04	6	5	\$70,781	\$78,176	91%	86%
3084 Academic Services and Student Experience - Recreation - P3	R04	5	5	\$59,767	\$67,600	88%	94%
3082 Academic Services and Student Experience - Recreation - P2 Student Recreation Professional II	R04	4	8	\$52,158	\$61,380	85%	89%
3086 Academic Services and Student Experience - Residential Life - P4	R04	6	13	\$67,115	\$77,854	86%	94%
3084 Academic Services and Student Experience - Residential Life - P3	R04	5	19	\$57,311	\$69,789	82%	90%
3082 Academic Services and Student Experience - Residential Life - P2 Residential Life Professional II	R04	4	73	\$52,478	\$63,750	82%	92%
3079 Academic Services and Student Experience - Residential Life - P1	R04	2	6	\$46,574	\$51,662	90%	100%
3086 Academic Services and Student Experience - Student Accessibility and Diversity Resources - P4 Student Accessibility Resource Professional IV	R04	6	29	\$70,922	\$80,150	88%	90%
3084 Academic Services and Student Experience - Student Accessibility and Diversity Resources - P3 Student Accessibility Resource Professional III	R04	5	65	\$59,786	\$70,596	85%	88%
3082 Academic Services and Student Experience - Student Accessibility and Diversity Resources - P2	R04	4	25	\$52,751	\$61,483	86%	91%
3079 Academic Services and Student Experience - Student Accessibility and Diversity Resources - P1	R04	2	6	\$45,018	\$49,803	90%	102%
3086 Academic Services and Student Experience - Student Health and Wellbeing - P4 Student Health and Wellbeing Professional IV	R04	6	23	\$73,019	\$78,961	92%	96%
3084 Academic Services and Student Experience - Student Health and Wellbeing - P3	R04	5	8	\$60,061	\$69,030	87%	96%
3082 Academic Services and Student Experience - Student Health and Wellbeing - P2	R04	4	4	\$52,236	\$61,380	85%	94%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 244: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
3079 Academic Services and Student Experience - Student Health and Wellbeing - P1	R04	2	4	\$46,011	\$49,060	94%	106%
3086 Academic Services and Student Experience - Student Life and Student Program Management - P4 Student Life Professional IV	R04	6	47	\$69,416	\$79,676	87%	89%
3084 Academic Services and Student Experience - Student Life and Student Program Management - P3 Student Life Professional III	R04	5	50	\$59,604	\$70,387	85%	89%
3082 Academic Services and Student Experience - Student Life and Student Program Management - P2	R04	4	53	\$53,266	\$62,064	86%	93%
3079 Academic Services and Student Experience - Student Life and Student Program Management - P1 Student Life Professional I	R04	2	12	\$43,956	\$50,906	86%	96%
3086 Academic Services and Student Experience - Student Services Generalist - P4	R04	6	159	\$71,676	\$79,550	90%	90%
3084 Academic Services and Student Experience - Student Services Generalist - P3	R04	5	389	\$60,357	\$71,182	85%	86%
3082 Academic Services and Student Experience - Student Services Generalist - P2 Student Services Professional II	R04	4	424	\$53,652	\$62,642	86%	89%
3081 Academic Services and Student Experience - Student Services Generalist - P2 Student Services Professional II	R04	4	7	\$53,463	\$59,786	89%	89%
3079 Academic Services and Student Experience - Student Services Generalist - P1 Student Services Professional I	R04	2	79	\$46,211	\$49,590	93%	100%
3078 Academic Services and Student Experience - Student Services Generalist - P1 Student Services Professional I	R04	2	3	\$44,438	\$48,317	92%	92%
3086 Academic Services and Student Experience - Student Success - P4 Student Success Professional IV	R04	6	41	\$74,366	\$83,511	89%	93%
3084 Academic Services and Student Experience - Student Success - P3	R04	5	74	\$60,124	\$72,880	82%	86%
3082 Academic Services and Student Experience - Student Success - P2 Student Success Professional II	R04	4	52	\$53,220	\$63,955	83%	88%
3079 Academic Services and Student Experience - Student Success - P1	R04	2	7	\$44,357	\$49,618	89%	98%
2015 Facilities and Grounds - Custodial Services - S2 Lead Custodian	R05	2	159	\$42,833	\$44,305	97%	98%
2010 Facilities and Grounds - Custodial Services - S1 Custodian	R05	1	1284	\$37,783	\$40,616	93%	94%
305 Facilities and Grounds - General Labor and Maintenance - S2 Cook II	R05	2	6	\$40,761	\$43,336	94%	103%
6223 Facilities and Grounds - General Labor and Maintenance - S1 LABORER	R05	1	102	\$40,657	\$40,931	99%	100%
1508 Facilities and Grounds - General Labor and Maintenance - S1 Warehouse Worker	R05	1	67	\$41,195	\$40,322	102%	100%
304 Facilities and Grounds - General Labor and Maintenance - S1	R05	1	5	\$39,732	\$39,050	102%	116%
308 Facilities and Grounds - General Labor and Maintenance - S1	R05	1	3	\$37,440	\$39,050	96%	109%
726 Facilities and Grounds - Grounds Operations - S4 Lead Groundsworker	R05	4	61	\$53,727	\$53,852	100%	98%
748 Facilities and Grounds - Grounds Operations - S4 Tree Trimmer II	R05	4	3	\$52,208	\$56,760	92%	90%
745 Facilities and Grounds - Grounds Operations - S3	R05	3	27	\$45,894	\$47,459	97%	97%
735 Facilities and Grounds - Grounds Operations - S3 Irrigation Specialist	R05	3	30	\$48,606	\$48,303	101%	99%
6366 Facilities and Grounds - Grounds Operations - S2 HEAVY EQUIPMENT OPERATOR/BUS DRIVER	R05	3	14	\$55,698	\$48,452	115%	109%
746 Facilities and Grounds - Grounds Operations - S3 Tree Trimmer I	R05	3	5	\$51,782	\$49,450	105%	102%
6363 Facilities and Grounds - Grounds Operations - S2 LIGHT AUTOMOTIVE EQUIPMENT OPERATOR	R05	2	32	\$48,021	\$44,049	109%	107%
739 Facilities and Grounds - Grounds Operations - S2	R05	2	8	\$44,739	\$43,254	103%	108%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 245: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$ (Average)
743 Facilities and Grounds - Grounds Operations - S2 GARDENER	R05	2	18	\$46,245	\$46,377	100%	102%
731 Facilities and Grounds - Grounds Operations - S1 GROUNDSWORKER	R05	1	197	\$40,328	\$40,105	101%	103%
6269 Skilled Trades and Specialized Crafts - Automotive and Equipment Mechanics - S5	R06	6	12	\$82,091	\$105,470	78%	73%
6852 Skilled Trades and Specialized Crafts - Automotive and Equipment Mechanics - S4 Lead Automotive and Equipment Mechanic	R06	5	5	\$72,480	\$90,720	80%	84%
6270 Skilled Trades and Specialized Crafts - Automotive and Equipment Mechanics - S3 Automotive and Equipment Mechanic	R06	3	30	\$67,912	\$71,925	94%	93%
6941 Skilled Trades and Specialized Crafts - Automotive and Equipment Mechanics - S3	R06	4	8	\$73,995	\$81,266	91%	88%
6700 Skilled Trades and Specialized Crafts - Building Services - S5	R06	6	24	\$89,936	\$106,059	85%	85%
6707 Skilled Trades and Specialized Crafts - Building Services - S4 Lead Building Service Engineer	R06	5	19	\$83,273	\$95,937	87%	86%
6702 Skilled Trades and Specialized Crafts - Building Services - S3 Building Services Engineer	R06	4	112	\$72,663	\$83,654	87%	86%
6474 Skilled Trades and Specialized Crafts - Carpenters - S5	R06	5	9	\$79,083	\$92,400	86%	87%
6475 Skilled Trades and Specialized Crafts - Carpenters - S4 Lead Carpenter	R06	4	10	\$77,684	\$85,817	91%	88%
6476 Skilled Trades and Specialized Crafts - Carpenters - S3 Carpenter	R06	3	35	\$68,397	\$72,275	95%	94%
6534 Skilled Trades and Specialized Crafts - Electricians - S5 Supervising Electrician	R06	6	16	\$88,838	\$107,039	83%	80%
6532 Skilled Trades and Specialized Crafts - Electricians - S4	R06	5	11	\$81,637	\$96,218	85%	83%
6533 Skilled Trades and Specialized Crafts - Electricians - S3 Electrician	R06	4	94	\$72,587	\$84,632	86%	87%
6265 Skilled Trades and Specialized Crafts - Facilities - Skilled Trades - S5 Facilities Project Supervisor	R06	5	50	\$85,531	\$94,920	90%	89%
6940 Skilled Trades and Specialized Crafts - Facilities - Skilled Trades - S3 Facilities Maintenance Mechanic	R06	3	128	\$67,624	\$71,376	95%	94%
6260 Skilled Trades and Specialized Crafts - Facilities - Skilled Trades - S3	R06	4	32	\$83,634	\$84,168	99%	100%
6251 Skilled Trades and Specialized Crafts - Facilities - Skilled Trades - S2	R06	2	77	\$59,306	\$59,852	99%	100%
6250 Skilled Trades and Specialized Crafts - Facilities - Skilled Trades - S1 Facilities Worker I	R06	1	16	\$53,387	\$51,463	104%	111%
6699 Skilled Trades and Specialized Crafts - HVAC - S3 Air Conditioning and Refrigeration Mechanic	R06	4	40	\$78,105	\$83,866	93%	88%
6692 Skilled Trades and Specialized Crafts - HVAC - S2	R06	2	4	\$60,825	\$58,190	105%	108%
6644 Skilled Trades and Specialized Crafts - Locksmiths - S5 Supervising Locksmith	R06	5	15	\$79,946	\$94,080	85%	82%
6643 Skilled Trades and Specialized Crafts - Locksmiths - S4	R06	4	14	\$77,540	\$85,445	91%	87%
6642 Skilled Trades and Specialized Crafts - Locksmiths - S3 Locksmith	R06	3	35	\$67,455	\$71,550	94%	97%
6281 Skilled Trades and Specialized Crafts - Metal Workers - S4	R06	4	4	\$75,129	\$80,801	93%	89%
6280 Skilled Trades and Specialized Crafts - Metal Workers - S3 Metal Worker	R06	3	4	\$74,448	\$69,300	107%	96%
6524 Skilled Trades and Specialized Crafts - Painters - S5 Supervising Painter	R06	5	14	\$79,971	\$95,700	84%	81%
6525 Skilled Trades and Specialized Crafts - Painters - S4	R06	4	8	\$72,560	\$83,588	87%	85%
6526 Skilled Trades and Specialized Crafts - Painters - S3 Painter	R06	3	71	\$67,262	\$71,706	94%	94%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Figure 246: Job Grades & Summary Job Analysis

Temporary Classification (Current Classification Job Family Group – Job Family – Level Proposed Classification/Benchmark Job, if available)	Pay Structure	Grade	Total FTE	Annual Normalized Base Pay (Average \$s)	Traditional Structure Midpoint (Average)	Actual Pay Vs. New Midpoint (Average)	Actual Pay Vs. Step Target \$s (Average)
6685 Skilled Trades and Specialized Crafts - Plant Operations - S4	R06	4	4	\$70,254	\$81,730	86%	80%
6703 Skilled Trades and Specialized Crafts - Plant Operations - S3 Operating Engineer	R06	3	13	\$71,415	\$75,115	95%	97%
6547 Skilled Trades and Specialized Crafts - Plumbers - S5 Supervising Plumber	R06	6	15	\$87,202	\$106,960	82%	81%
6548 Skilled Trades and Specialized Crafts - Plumbers - S4	R06	5	8	\$81,063	\$95,550	85%	85%
6549 Skilled Trades and Specialized Crafts - Plumbers - S3 Plumber	R06	4	72	\$72,099	\$84,619	85%	86%
8354 Police - Police - S5 SERGEANT	R08	5	101	\$98,538	\$101,484	97%	99%
8365 Police - Police - S4	R08	4	50	\$89,704	\$90,824	99%	100%
8350 Police - Police - S3 POLICE OFFICER	R08	3	186	\$76,687	\$79,539	96%	100%
334 Crafts, Maintenance & Stationary Engineers (Maritime) - Crafts, Maintenance & Stationary Engineers - S2	R10	--	3	\$49,468	--	--	--
344 Crafts, Maintenance & Stationary Engineers (Maritime) - Crafts, Maintenance & Stationary Engineers - S3	R10	--	3	\$79,080	--	--	--
2354 Instructional Services - Academic Student Employees - Student Bachelors Teaching Associate I	R11	--	598	\$37,970	--	--	--
2325 Instructional Services - Academic Student Employees - Student Grad	R11	--	74	\$34,782	--	--	--
2355 Instructional Services - Academic Student Employees - Student Grad	R11	--	112	\$32,085	--	--	--
2354 Instructional Services - Academic Student Employees - STUDENT MASTERS+	R11	--	83	\$49,726	--	--	--
1578 Instructional Services - Instructional Support - S1	05	1	3	\$43,721	\$46,530	94%	98%

* Average \$ and % values derive from averaging the respective data of all datapoints that match the respective temporary classification in the census. FTE must be 3 or higher to show results for data confidentiality.

Mercer (US) Inc.
www.mercer.com

A business of Marsh McLennan