

Student Employee Pay Plan

Pay rates for the Assistant Series are provided below. The same rates are usually used for Special Student Assistants. The pay rate within the Student Assistant 4 range is determined individually for each position by the department and reviewed by Student Employment in conjunction with Human Resources, based on the complexity of specific assignments. Differential increases apply to Assistant 2 and 3 only. Longevity and special recognition increases apply to all titles in the series, but are not reflected in the job listing—only on the appointment in PPS.

UC Hourly Pay Rate - Effective January 1, 2017

Title Code	Title	Hourly Pay Rate
4921	Student Assistant 2	\$10.50
4920	Student Assistant 3	\$10.75
4919	Student Assistant 4	\$11.25 – 16.75

Non-UC Hourly Pay Rate - Effective January 1, 2017

Title Code	Title	Hourly Pay Rate
4923	Student Assistant 2, Non-UC	\$10.50
4924	Student Assistant 3, Non-UC	\$10.75
4925	Student Assistant 4, Non-UC	\$11.25 – 16.75

DIFFERENTIAL

Pay differentials must be added to Assistant 2 and 3 rates when the elements listed below constitute a major component of the position. Assistant Series positions are not eligible for shift differential.

1. Lead/Supervision: Up to \$.25 per hour when coordinating or directing 5 or more student employees.
2. Bonding: Up to \$.25 per hour when bonding is required because duties include the handling of cash.
3. Security of Facility: Up to \$.25 per hour when duties include sole responsibility for the security of an entire building.
4. License/Certificate: Up to \$.25 per hour for positions requiring a specialized license or certificate.
5. Difficulty in Recruiting/Retention: Up to \$.75 per hour for positions for which there is difficulty recruiting or retaining workers because of difficult or unusual work conditions.
6. Prerequisite Training: Up to \$.25 per hour for positions with special training or academic requirements. Examples include clerical duties in a foreign language, or some laboratory setup duties requiring knowledge of sophisticated lab techniques.

LONGEVITY INCREASE

Up to \$.25 per hour. One increase after a 12-month period may be granted with satisfactory performance, in the same department. A break in service of one quarter or for the summer does not

interrupt longevity. A department has the option of counting work in a previous department toward these requirements.

SPECIAL RECOGNITION INCREASE

Up to \$.50 per hour. One increase may be granted after a 12-month period. If granted, the amount of this increase will be based solely upon quality of performance. Use the Payroll/Personnel System "Other Pay Rate Change" to initiate the increase, with a note of support in the "comments" box.