

**THE UNIVERSITY OF WEST FLORIDA  
OPS STUDENT PAY PLAN**

**Effective September 30, 2023**

The below pay plan was established to assist departments in determining a competitive wage for OPS student employees based on the duties and responsibilities of their position. The listed Working Titles are for guidance only. Contact Human Resources if clarification is needed. The pay plan and general classification descriptions follow:

<b>Pay Grade 201</b>	<b>Hourly Minimum \$13.00</b>	<b>Hourly Maximum \$16.00</b>
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Positions in this category require no special skills, previous training or work experience. Only a minimal amount of on-the-job training is required for the employee to perform the job satisfactorily. These positions may involve lifting or physical labor. Work is closely supervised and jobs are often of a routine nature, requiring little if any decision making or responsibility.

**Working Titles Include:** Student Aide, Building/Grounds Worker, Laborer, Facility Services Assistant, Parking Patroller, Student Desk Assistant

<b>Pay Grade 202</b>	<b>Hourly Minimum \$13.00</b>	<b>Hourly Maximum \$17.00</b>
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Require little to moderate experience, special skills, technical knowledge, or previous training. Some degree of mechanical skills may be necessary to perform the job satisfactorily. Special instruction may be necessary for some aspects of these positions. Student must possess the ability to learn new tasks and work independently with limited supervision.

**Working Titles Include:** Cashier/Fiscal Assistant, Clerk, Information Aide, Instructional Aide/Tutor, Laboratory Aide, Research Aide, Technical/Specialized Skills Aide

<b>Pay Grade 203</b>	<b>Hourly Minimum \$13.00</b>	<b>Hourly Maximum \$18.00</b>
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Moderate to substantial knowledge, training, or experience necessary. Must possess special skills with a high level of competence and/or have advanced technical knowledge and experience. These positions require independent judgment and decision-making ability with little or no direct supervision. Must involve training of others.

**Working Titles Include:** Educational/Recreational Facility Assistant, Program Assistant, Unit Manager

<b>Pay Grade 204</b>	<b>Hourly Minimum \$13.00</b>	<b>Hourly Maximum \$21.00</b>
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In addition to duties and/or responsibilities associated with Pay Grade 203, these positions require an individual who possesses specialized knowledge or skills and advanced technical experience related to the position. The work is performed without direct supervision. Student would be involved in decision making on an administrative level, conducting analysis, and determining strategy. May involve overseeing special projects.

**Working Titles Include:** Camp Assistants and Lead Camp Assistants, Laboratory Assistant, Research Assistant, Technical/Specialized Skills Assistant

<b>Pay Grade 205</b>	<b>Pay Rate Determined by Qualifications and Responsibilities</b>
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Students hired within this level have primary responsibility for the operation of a university residence hall or apartment. Student would be involved in providing resources, information, and counseling to residents. These positions require independent thinking, judgment and decision-making ability with little or no direct supervision. May involve supervision and training of others.

**Working Titles Include:** Resident Assistant, Lead Resident Assistant, Resident Assistant–Hall Director

<b>Pay Grade 206</b>	<b>Graduate Assistants - \$15.00 per hour minimum Graduate Research Assistants – \$15.00 per hour minimum Graduate Teaching Assistants - \$15.00 per hour minimum</b>
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Students hired within this pay level are graduate students performing professional-level work requiring knowledge gained through completion of a bachelor’s degree. Work must also be related to the student’s graduate studies program and must constitute a learning experience for the student. Post baccalaureate students appointed to graduate assistantships will be paid according to approved rates determined by the College Deans in consultation with Department Chairs and should be equivalent to adjuncts being hired with similar qualifications.

**Working Titles Include:** Graduate Assistant, Graduate Research Assistant, Graduate Teaching Assistant

<b>Pay Grade 207</b>	<b>Pay Rate Determined by Qualifications and Responsibilities</b>
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**Working Titles Include:** Campus Activity Board, Homecoming Director, Instructional Facilitator, Intern, Orientation Leader, Student Government Officer