

**EL CAMINO COMMUNITY COLLEGE DISTRICT  
TEMPORARY, NON-CLASSIFIED (TNC) SERVICE EMPLOYEE  
HOURLY RATES OF PAY**

**Effective December 20, 2017**

TNC Worker I – Provides basic help for basic tasks and duties under supervision.

TNC Worker II – Provides basic help for basic tasks and duties under supervision. Some work experience may be required as well as duties that include responsibility for more complex functions and tasks with minimal direct supervision.

TNC Worker III – Requires experience and specialized knowledge. Duties may include a variety of advanced tasks pertaining to more complex work and/or skills. Must be capable of using independent judgment and be able to serve as a lead to others who are less skilled.

TNC Worker IV – Considerable experience required. Should have specialized knowledge or training for specific functions. Requires independent judgment and communication skills as well as knowledge of relevant College policies. Must have ability to work independently.

TNC Worker V – Extensive experience required. Must have specialized knowledge or training for specific functions as well as judgment and problem solving skills and the ability to handle complex tasks and provide guidance and leadership. Must have knowledge of relevant College policies.

<b>Title</b>	<b>Rate A</b>	<b>Rate B</b>
TNC Worker I		11.00
TNC Worker II	12.00	13.00
TNC Worker III	14.00	15.00
TNC Worker IV	16.00	17.00
TNC Worker V	18.00	19.00

## **PROFESSIONAL SERIES**

Highly experienced professionals with consummate, specialized skills. Professional Certification or Bachelor's or Master's degree preferred:

Professional I - \$20.00 to \$33.00 per hour

Professional II - \$34.00 to \$47.00 per hour

Professional III - \$48.00 to \$61.00 per hour

Professional IV - \$62.00 and up per hour

Professional V – Lump sum amount based on percentage of enrollment fees

Professional Series titles are used for employees who are experienced professionals in their respective fields, having duties not similar to Classified employees.

Professional Series employees working as a medical specialist (Psychological Assistant, Chiropractor, Clinical Psychologist, and Physician) must furnish a valid license and certification of malpractice insurance for no less than \$1,000,000.