

ACTUAL WAGE MEMORANDUM FOR LABOR CONDITION APPLICATION

In determining the actual wage for the position of _____ in the Department of _____, University of California, San Francisco, the following factors are considered:

- (1) Experience, including whether the applicant has been previously employed in this position, (the length of any such employment, the type of employment), the depth and breadth of such employment, and special achievements).
- (2) Educational background, including the level of education obtained, the existence of special educational achievements, and the reputation of the educational facility or facilities attended.
- (3) Job responsibility and function, including the nature of duties and responsibilities to be performed and degree of supervision to be exercised.
- (4) Possession of specialized knowledge, skills or training.
- (5) Other indicators of performance/ability, including job references, performance evaluations, awards, achievements and/or accomplishments.

We also may consider other legitimate business factors such as the current market for individuals with the applicant's experience and qualifications. The consideration of such factors conforms to recognized principles of educational hiring practices.

Presently, there are _____ individuals at the level of the position of _____ in the Department of _____. The actual range of salary for the employees holding this position is from \$_____ to \$_____ per annum. The individual for whom this Labor Condition Application is being filed will receive an annual salary of \$_____.

HR Service Center/Department Representative:

Signature:	Date:
Printed Name:	Title: