



ACTUAL WAGE MEMORANDUM FOR LABOR CONDITION APPLICATION

Position Title: _____

Sponsoring Department: _____

Annual Salary: _____

Number of Individuals at the level of the position in Department: _____

Salary Range of Individuals at the level of the position in Department: _____

Minimum Education & Field of Study Required: _____

Minimum Number of Years of Experience Required: _____

Certificate, License or Special Skills Required: _____

Number of Workers This Position Supervises: _____

If Applicable, Postdoctoral Scholar Experience Level: _____

In determining the actual wage for the position in the Department at the 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.

HR or Department Representative Signature: _____

Printed Name: _____

Date: _____