

Definition: A hybrid job is a job that is comprised of two or more separate jobs. For jobs that could be matched to more than one classification, use this matrix to assist in determining the appropriate classification.

Scenario	Example	Select the Classification:
Job has one function that comprises more than 50% of the job.	70% - Program Administrator I 30% - Accounting Assistant II	Program Administrator I <i>Select the classification that makes up over 50% of the job.</i>
No set of job duties makes up more than 50% of the job.	40% - Admission Officer II 35% - Marketing Specialist II 25% - Events Coordinator	Admission Officer II <i>Select the classification that makes up the largest percentage of time and/or covers the broadest set of essential functions.</i>
Job is includes two or more functions of equal value.	50% - Web Developer II 50% - Web Communications Specialist II	Web Developer II <i>Select the classification that matches the skill set you would target when recruiting for the position.</i>