

Training, promotions and pay raises at the UCCC

Training

Training at the UCCC is provided by the UCCC for promotional purposes, therefore it is optional. We will provide paid training and assessment ONE time in each area to interested and qualified individuals. If assessment in an area is unsuccessful the employee will be responsible for any further training and assessment on their own time. Participation in training classes offered at the UCCC is voluntary and will be allowed as space permits. (In other words, employees will not be paid to attend training more than once).

Merit Increases (Reviews & Raises)

Merit reviews are performed on the following schedule:

- During years in which funds are available, and after working 360 hours or 12 months after a previous promotion - whichever comes first - the employee may request a review of skills and performance. Based upon a rating of performance, employees may receive a merit increase.

THEATRE TECHNICIAN (Position 2424)

All UCCC seasonal theatre staff will start as Theatre Technician (AKA: “Over-hire”) stagehands, City of Greeley position title Theater Technician 2424, and will work one UCCC season show at minimum wage. Theatre Technicians who have not been drug tested will not work more than one show/event per month.

Theatre Technicians that show reliability, aptitude, and responsibility will be invited to attend paid training following the completion of a successfully passed drug test. Theatre Technicians who have successfully completed the drug screening and one or more basic skills assessment will be eligible to work multiple calls per month and will be referred to internally as a “Tech 2”. As budget and City of Greeley policy/guidelines allow, there may be a merit raise associated with the successful completion of assessment.

SR. THEATRE TECHNICIAN (Position 2405)

Technicians interested in promotion will meet the following criteria:

- Have worked one major UCCC programming event, and,
- Pass basic written and practical tests in three of the areas of applicable work, and be fully proficient in at least one area (i.e., Lighting, Sound, Video or Rigging), and,
- Pass the standard drug screening process and remain free of prohibited substances.

Example of skill-based promotional pay scale

Sr. Theatre Technician Position with training in:	Rate
All basics and 1 Proficiency	Minimum Wage+\$2.00/hr
All basics and 2 proficiency	Minimum Wage+\$2.50/hr
All proficiencies	Minimum Wage+\$3.00/hr

The above table applies ONLY to promotion from Theatre Technician to Sr. Theatre Technician.

In addition to the above, the following requirements must be met for continued employment:

- Attendance at a minimum of 2 crew meetings per calendar quarter.
- Work at least 1 shift each 6 months (Jan-Jun & Jul-Dec).
- Keep on file accurate contact information and availability schedule with the Technical Services Coordinator.
- Sr. Theater Technicians may only fill calls for which they have trained and passed assessment for (e.g., if you haven't passed either lighting test, you can't take electrician calls).

ASSISTANT STAGE MANAGER (Position 2315)

The position to Assistant Stage Manager (ASM) will be an additional position with added leadership duties and responsibilities above and beyond what is expected of a Sr. Theatre Technician. You will only be paid the ASM rate when you're stage managing or are a crew head on a large season road show. Only an ASM can fill a Stage Manager call.

- Sr. Technicians interested in promotion will meet the following criteria: Have regularly worked as a Sr. Theatre Technician with ALL proficiencies for at least 9 working months; and
- Successfully complete training and assessment for the Assistant Stage Manager position; and
- Continue to fulfill all of the requirements for Sr. Theatre Technician and maintain the highest level of performance as an Assistant Stage Manger.

At no time will there be an Assistant Stage Manager that is not also a Sr. Theatre Technician. An ASM failing to maintain the highest performance levels may be **terminated** as an ASM. Depending upon individual circumstances, this may or may not affect the individual's position as a Sr. Theatre Technician.

Frequently Asked Questions

Q: Do I have to take the basic class before I take the advanced?

A: No, but most of the advanced classes are built on information from the basic class, basic classes also contain information about our specific building, where equipment is stored and how things work here at the UCCC.

Q: I'm a Theatre Technician but I'm not interested in all the areas of theatre. Do I have to pass all three tests to be a Sr. Theatre Technician?

A: Yes

Q: I'm a Theatre Technician how do I get more work?

A: Shifts are filled primarily with Sr. Theatre Technicians because they generally have a higher degree of skill than Theatre Technicians. Attend training classes and assessment then seek promotion to Sr. Theatre Tech.

Q: I'm a Sr. Theatre Technician, how do I get a raise?

A: In years in which funds are available, you're eligible for a raise one year after your promotion to Sr. Theatre Tech (or 360 hours whichever comes first) then every year on the anniversary of your promotion.

Q: What do I have to score on my test to pass?

A: Basic and intermediate lights you need a 75% to pass.
Basic and intermediate audio you need a 75% to pass.
Basic rigging you need a 90% to pass.
Intermediate rigging and all advanced classes including stage management require mastery at 90% to pass.