



Staff Program

Job Evaluation Factors

- Role

The job's primary role in the College-principal purpose of the job.

- Problem Solving & Analysis

Amount normally required for completing the typical responsibilities of the job.

- Technical/Business Knowledge/Experience

Required level & associated education/experience necessary in performing the job.



Job Evaluation Factors

- **Decision Making/Accountability/Impact**
Level of accountability necessary for completing the typical responsibilities of the job.
- **Budgetary Responsibility**
Extent of participation in budget development & management; scope & size.
- **Communication & Contacts**
Purposes & level of communication required, and extent of interaction with others.



Job Evaluation Factors

- Independence

Extent and amount of guidance typically needed for carrying out responsibilities.

- Supervisory Responsibility

The extent of supervisory responsibility, if any, required to do the job.



Pay Factor Examples

- Institution Business Need
- Duties and Responsibilities
- Work Experience and Education
- Performance
- Knowledge, Skills, Abilities and Competencies
- Training, Certification and License
- Internal Salary Alignment
- Market Availability



Pay Factor Examples (Continued)

- Salary Reference Data
- Total Compensation
- Budget Implications