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