

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

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

Pay Factor Examples

- Institution Business Need
- Duties and Responsibilities
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Pay Factor Examples (Continued)

- Salary Reference Data
- Total Compensation
- Budget Implications