


		Job Evaluation / Reclassification System						Recommended Evaluation		
		Employee:		20225 - Joshua McPherson		Current		Proposed		
		Position:		Project Coordinator		Score: 1,450		Score: 2,530		
						Grade: 4		Grade: 6		
						Rate: 11.94		Rate: 13.88		
								Rate: 12.77		
1		Factor	Current		Proposed		Reason for Change		Score	Administration Comments
Skill	1	Knowledge & Education	Degree:	2	270	Degree:	3	450		* Degree: 2 270 High school or GED only
	2	Work Experience	Degree:	3	250	Degree:	3	250		Degree: 3 250
3	Contacts & Working Relationships	Degree:	2	100	Degree:	2	100		Degree: 2 100	
		Frequency: Periodic			Periodic					
4	Technology Application	Degree:	1	0	Degree:	3	350		* Degree: 2 175 Occasional use of technology	
Responsibility	5	Supervisory Responsibility	Degree:	2	300	Degree:	2	300		Degree: 2 300
			Span: 1 - 5			1 - 5				
	6	Job Impact	Degree:	1	50	Degree:	2	150		* Degree: 1 50 Low job impact to County.
	Risk: Average			Low						
Effort	7	Independence of Action	Degree:	1	240	Degree:	2	480		* Degree: 2 480 Agree
WC	8	Job Complexity	Degree:	1	70	Degree:	2	280		* Degree: 1 70 Decisions are being made by Department Head
			Mid-Point:							
	9	Working Conditions	Degree:	3	170	Degree:	3	170		Degree: 3 170
			Frequency: Periodic			Periodic				

		Job Evaluation / Reclassification System						Recommended Evaluation				
		Employee: 20344 - Samuel Reed				Current	Proposed	<div>1,605</div> <div>5</div> <div>14.06</div>				
		Position: Maintenance Worker - Building & Grounds				Score: 1,330	Score: 1,605					
						Grade: 4	Grade: 5					
				Rate: 13.14	Rate: 14.06							
1	Factor	Current		Proposed		Reason for Change				Score	Administration Comments	
Skill	1 Knowledge & Education	Degree: 2	270	Degree: 2	270					Degree: 2	270	
	2 Work Experience	Degree: 4	350	Degree: 4	350					Degree: 4	350	
	3 Contacts & Working Relationships	Degree: 2 Frequency: Periodic	100	Degree: 3 Frequency: Periodic	200	Facts and data to inform Building Supervisor of potential problems is a must to be collected.				Degree: 3 Frequency: Periodic	200	Agree
	4 Technology Application	Degree: 1	0	Degree: 2	175	Management of our Facility Dude program and HVAC for the courthouse is required.				Degree: 2	175	Agree
Responsibility	5 Supervisory Responsibility	Degree: 1 Span: None	0	Degree: 1 Span: None	0					Degree: 1 Span: None	0	
	6 Job Impact	Degree: 1 Risk: Average	50	Degree: 1 Risk: Average	50					Degree: 1 Risk: Average	50	
Effort	7 Independence of Action	Degree: 1	240	Degree: 1	240					Degree: 1	240	
	8 Job Complexity	Degree: 1 Mid-Point:	70	Degree: 1 Mid-Point:	70					Degree: 1 Mid-Point:	70	
WC	9 Working Conditions	Degree: 3 Frequency: Regular	250	Degree: 3 Frequency: Regular	250					Degree: 3 Frequency: Regular	250	

		Job Evaluation / Reclassification System						Recommended Evaluation				
		Employee: 93600 - Steve Stahlman				Current		Proposed				
		Position: Maintenance Worker - Building & Grounds				Score: 1,330		Score: 1,605				
						Grade: 4		Grade: 5				
				Rate: 14.78		Rate: 15.81		Rate: 15.81				
2	Factor	Current		Proposed		Reason for Change				Score		Administration Comments
Skill	1 Knowledge & Education	Degree: 2	270	Degree: 2	270					Degree: 2	270	
	2 Work Experience	Degree: 4	350	Degree: 4	350					Degree: 4	350	
	3 Contacts & Working Relationships	Degree: 2 Frequency: Periodic	100	Degree: 3 Frequency: Periodic	200	Facts and data to inform Building Supervisor of potential problems is a must to be collected.				Degree: 3 Frequency: Periodic	200	Agree
	4 Technology Application	Degree: 1	0	Degree: 2	175	Management of our Facility Dude program and HVAC for the courthouse is required.				Degree: 2	175	Agree
Responsibility	5 Supervisory Responsibility	Degree: 1 Span: None	0	Degree: 1 Span: None	0					Degree: 1 Span: None	0	
	6 Job Impact	Degree: 1 Risk: Average	50	Degree: 1 Risk: Average	50					Degree: 1 Risk: Average	50	
Effort	7 Independence of Action	Degree: 1	240	Degree: 1	240					Degree: 1	240	
	8 Job Complexity	Degree: 1 Mid-Point:	70	Degree: 1 Mid-Point:	70					Degree: 1 Mid-Point:	70	
WC	9 Working Conditions	Degree: 3 Frequency: Regular	250	Degree: 3 Frequency: Regular	250					Degree: 3 Frequency: Regular	250	