



Job Evaluation / Reclassification System

Employee: 98300 - Jacklyn MacDonald
Position: Probation Officer - District Court

	Current	Proposed
Score:	3,480	4,140
Grade:	8	9
Rate:	19.40	20.81

Recommended Evaluation

Score: 4,140
 Grade: 9
 Rate: 20.81

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: 5	500	Degree: 5	500		Degree: 5 500	
	3 Contacts & Working Relationships	Degree: 4 Frequency: Regular	350	Degree: 4 Frequency: Frequent	380	Frequent contact with probationers, attorneys, etc. *	Degree: 4 Frequency: Frequent 380	Agree
	4 Technology Application	Degree: 3	350	Degree: 3	350		Degree: 3 350	
Responsibility	5 Supervisory Responsibility	Degree: 1 Span: None	0	Degree: 1 Span: None	0		Degree: 1 Span: None 0	
	6 Job Impact	Degree: 2 Risk: Average	250	Degree: 3 Risk: Average	600	Determining probation requirements, when to remove from probation and when to bench warrant probationers. *	Degree: 3 Risk: Average 600	Agree
Effort	7 Independence of Action	Degree: 4	1,120	Degree: 4	1,120		Degree: 4 1,120	
	8 Job Complexity	Degree: 3 Mid-Point:	560	Degree: 4 Mid-Point:	840	Working with hundreds of probationers and determine each case individually. *	Degree: 4 Mid-Point: 840	Agree
WC	9 Working Conditions	Degree: 2 Frequency: Periodic	80	Degree: 2 Frequency: Periodic	80		Degree: 2 Frequency: Periodic 80	