THE JOB CLASSIFICATION SYSTEM

The Point System
Each element is broken down into five or more descriptive paragraphs with a point level attached. The position is evaluated according to these paragraphs and assigned points for the elements.

The Elements:
- Basic Knowledge
- Experience
- Judgment & Initiative
- Independent Action
- Accountability
- Interrelationships
- Manual Skills
- Environmental Conditions
- Physical Effort
- Occupational Risks
- Supervisory Responsibility – A
- Supervisory Responsibility – B

Total Points → Position Level
Example:
173-184 = 26
185-196 = 27

Classification Grade → Salary Range
Example:
Level 26
Starting 1st Q Midpoint 3rd Q Max
$35,400 $40,300 $45,100 $50,000 $54,900