

Determining the Value of Each Job Class

Job Class	Qualifications			Responsibilities			Required Effort			Working Conditions	Total Value
	Education	Experience	Dexterity and Coordination	Accountability/ Decision Making	Communication/ Interpersonal Relations	Supervision	Intellectual Effort	Concentration & Sensory Attention	Physical Effort	Inconveniences and Inherent risks	
Administrator	93	110	42	72	80	70	104	78	66	36	751

