

# Graduates give county job evaluation, pay plan

By DEBI BLACKMON

A job evaluation plan and new pay structure for the employees of Brazos County, recommending particular raises and salary cuts, was submitted to the Brazos

County Commissioners Court last month by a team of A&M graduate students.

The study, instituted at the request of County Judge W. R. "Bill" Vance, was carried out as

a spring semester project by a 12-student Wage and Salary Seminar group from the College of Business Administration.

Referring to the report, Vance said, "I think we'll take it into consideration. I don't know how much weight it will be given."

The plan, reviewed by the commissioners during their June meeting, uses a method allotting points for each job according to working conditions, responsibilities, efforts and skills.

Dr. Leonard R. Burgess, management professor, said the report was done as partial fulfillment of the graduate management class requirement. Burgess explained the report is not meant to have any immediate effect on county employees. Rather, he said, the job evaluation plan measures the relative worth of jobs within the county government.

In the formulation of the plan the students were divided into three teams — a psycho-social team which decided on the composition of the job evaluation committee; a team which devised the point method; and the interviewing team.

One student team was composed of David P. Lindcamp, Michael Burns and Frank S. Simpson, and the other included Lawrence D. Petrash, Robert S. Heger, and Simpson.

The point method team developed three point systems, all based on factors which consider different types of working conditions. The factors are assigned maximum point values.

The job evaluation committee then rated the degree of each factor on jobs by allotting a point value (the average of each member's rating) to each of the county jobs reviewed.

Only 30 of the 90 county positions were used to compile the study.

During preparation of the report, students questioned each of the 30 employees concerning what job they perform, who they report to, what their duties are, what equipment they utilize, unusual responsibilities, working conditions, physical and mental conditions and educational requirements.

"We went back to the employees and their supervisors to make sure they were reasonably satisfied with the job descriptions," Burgess said.

Each job was plotted on a diagram according to present annual pay and the number of points assigned to the job.

A regression line, or line of best fit, was drawn to express the prevailing relationship between present pay and point scores of the 30 jobs.

On the 40 per cent pay range scale requested by the commissioners, rate range boxes were drawn to establish maximum and minimum wages for that job. This method allows a man to be judged worth more than another in the same job category because of considerations such as seniority or merit.

## CADET SLOUCH

by Jim Earle



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## Campus viewpoint

by Herman Gutierrez



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Represented nationally by National Educational Advertising Services, Inc., New York City, Chicago, Los Angeles and San Francisco.

The Battalion, a student newspaper at Texas A&M, is published in College Station, Texas, daily except Saturday, Sunday, Monday, and holiday periods, September through May, and once a week during summer school.

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Mail subscriptions are \$3.50 per semester; \$6 per school year; \$6.50 per full year. All subscriptions subject to 4 1/2% sales tax. Advertising rate furnished on request. Address: *The Battalion*, Room 217, Services Building, College Station, Texas 77843.

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EDITOR ..... DAVID S. MIDDLEBROOKE

The plan recommends that if the court adopts the 40 per cent pay range, five employees should be granted raises totaling \$2,311 per year.

"Employee dissatisfaction, and inefficiency, frequently result from feelings that some employees are paid more than—or less than—they should be, compared to their fellow employees, for the jobs they do," Burgess said.

"Basically, what we did was convert the various jobs to a common denominator — points. The points determined what each job was worth in relation to the other jobs performed around it, not taking in consideration any aspects of the individuals who occupy the jobs or their merits. "Being able to carry out a method like this one in a real life situation has really proven to be quite exciting for the people involved, and has shown them actual use of the evaluation methods," Burgess said.

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