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Wednesday, July 7, 1971

Graduates give county job evaluation, pay plan

By DEBI BLACKMON

EARLE JULY 71

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

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County Commissioners Court last month by a team of A&M graduate students The study, instituted at the re-

quest of County Judge W. R. "Bill" Vance, was carried out as

said, "I think we'll take it into consideration. I don't know how by Jim Earle much weight it will be given." The plan, reviewed by the commissioners during their June

meeting, uses a method alloting points for each job according to working conditions, responsibilities, efforts and skills. Dr. Leonard R. Burgess, man-

Seminar group from the College

Referring to the report, Vance

of Business Administration.

agement 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-socio 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. Lindecamp, 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 alloting 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

During preparation of the report, students questioned each of the 30 employes 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 employes 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 wages for that i 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.

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planet and its residents, and

smile, God believes in you.

July & August

a spring semester project by a The plan recommends that if 12-student Wage and Salary the court adopts the 40 per cent pay range, five employees should be granted raises totaling \$2,311 per year.

> "Employe dissatisfaction, and inefficiency, frequently result from feelings that some employes 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 ods," Burgess said.

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 meth-

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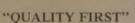
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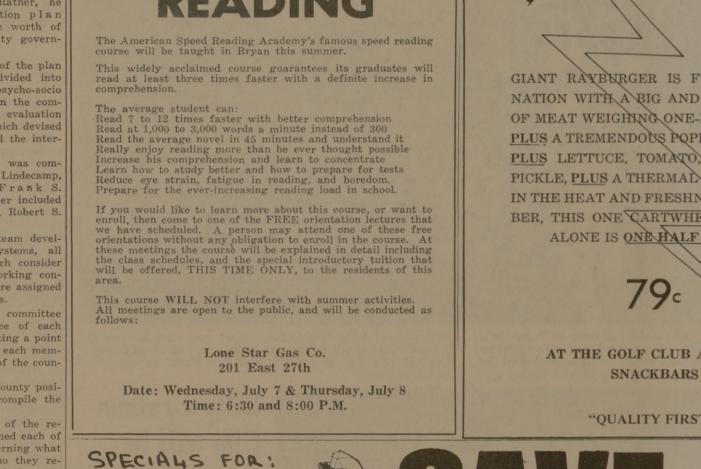
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AT THE GOLF CLUB AND MSC



THE BATTALION





"It was nice of you to offer individual help if we needed

it during the course. Could we begin with th' second week so I can get ready for finals?"

Campus viewpoint by Herman Gutierrez



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