

Supervisory Pay Study Progress Report – November 2007

Members of the Supervisory Pay Study Committee have met three times in October and we plan to meet three times in November. Unfortunately, Human Resources have not joined us.

We have completed reviewing all of the surveys that had checked YES to determine if indeed they were a true yes. We now start the job of checking the No choice to see if the job description does generally describe the duties without a great difference. Some that check NO wanted their description to be very specific to them, but this is a generic job description that will cover many in any position. The Performance Evaluation Form should make the description specific to the individual.

There were many that did not respond to the two surveys previously sent. We will be working on the list of job titles with no response for the next publication. Until then we will work on the responses we have and start contacting people to come in to clarify job description and changes that have occurred over the past years.

Still our plans:

- Rewrite/create/delete job descriptions as necessary;
- Assign HAY score to each job title;
- Assign federal Standard Occupational Classification [SOC] codes to each job title;
- Select benchmark job classifications for market pay comparisons;
- Develop pay scale;
- Finalize report and recommendations for approval from Governor and MSEA Board of Directors;
- Negotiate implementation process.

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