

RECLASSIFICATION FACTORS FOR SKILL LEVELS

1. **Job Related Background and Preparation:** This factor concerns the job related knowledge, skills and abilities to achieve average proficiency in the total job.
2. **Physical Demands:** This factor concerns the amount and type of physical effort and energy expended.
3. **Supervision Given:** This factor recognizes the kind of supervision the job being evaluated gives to subordinate workers
4. **Supervision Received:** This factor recognizes the kind of supervision the job being evaluated receives.
5. **Consequence of Errors:** This factor concerns the scope of impact, magnitude and possible losses that can directly result from errors.
6. **Hazards:** This factor concerns the probability of health and/or accident hazards in the job.
7. **Judgment:** This factor concerns the process of selecting a course of action by analysis and appraisal of alternatives.
8. **Personal Contacts:** This factor concerns the extent to which the job is required to contact those other than subordinates.
9. **Working Conditions:** This factor concerns unusual working conditions under which the job must be performed.