

Point Factor Classification System

Results of informal survey of other
community colleges

Survey

- ▶ Informal email survey of Chief Human Resource Officers – Chancellor’s Office listserv
- ▶ Questions?
 - What other community college districts in California use a point factor classification system?
 - How many?
 - How long?
 - If not, what methodology is used?

Results

Responses from 12 Community Colleges

- ▶ Yes – 5 (Mira Costa, West Valley, Southwestern, Riverside, Santa Barbara)
- ▶ No – 7 (Ohlone, El Camino, Marin, San Mateo, Peralta, Rio Honda, Contra Costa)

How long? What other systems?

▶ How long?

- Many years – 3
- Since 2009 – 1
- No response – 1

▶ Other systems?

- Comparable colleges
- Review market driven factors along with a comparable college system
- Use comparable colleges to determine market rates for benchmark positions and then do internal comparisons of like jobs in scope and responsibility.
- Compare to existing classes and salary ranges and assign from there.

Comments

▶ Pro:

- “The beauty of the system is that decisions are made by a committee of elected classified employees....so there is a lot of credibility in the system since the initial evaluations are done by their peers.”
- “In 2009, we converted to the Hay system using point factor. We like the system because it give us consistency in evaluating jobs.....Once the job is evaluated with points, you can also look at the market.”
- “Can’t imagine life without it.”

Comments

▶ Con:

- “I used the Hay system in the past and wound up abolishing it because pay rates are truly market driven and point factor systems don’t relate well to market driven rates like IT jobs for example.”