

Point Factor Listing

Project Manager, Occupational Health/Environmental Control (Cont'd.)

Point Range: 845 - 894

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| <p>4. <u>Decision Making Freedom:</u> Freedom to take action</p> <ul style="list-style-type: none"> A. Follows instructions; refer decisions to a higher authority B. Occasional independent action; interpret practices/procedures C. Independence within specialty area; report progress D. Frequent independent action; may impact other areas E. Regular independent action; follows broad policies |
| <p>5. <u>Position Impact:</u> Degree of job impact on the District</p> <ul style="list-style-type: none"> A. Minor to total organization; moderate to work unit B. Advisory to work unit; used by others to take action C. Substantial support, advice, and counsel to work unit D. Substantial direct impact on unit's results E. Authoritative to unit/substantial to District |

Position Analysis Criteria

1. Knowledge	2. Human Relations Skills	3. Problem Solving	4. Decision Making Freedom	5. Position Impact
C2	C3	C	C	C