

**Campbell County School District #1**  
**2017-2018 Job Reclassification**  
**Recommendations**

**Current Job Title: Lead Person Skilled Maintenance Crafts, Furniture & Grounds**

**Current Salary Range:** 25

**Employee-Suggested Alternative:**

**Job Title:** Same

**Salary Range:** 26

**Upon Review, it was determined that:**

The basis for this reclassification request as stated by the incumbent in this job classification is the addition of maintenance, operation of controls, knowledge and supervision over the District irrigation processes.

For the past two years the incumbent in the Lead Person Skilled Maintenance Crafts, Furniture & Grounds job classification has been required to supervise additional fulltime and part-time irrigation employees and to implement relevant irrigation processes and procedures. In addition, the incumbent has been required to gain knowledge regarding irrigation controls, irrigation system winterization, etc.

**Summary of Appeal & Action**

It has been confirmed that the Lead Person Skilled Maintenance Crafts, Furniture & Grounds job classification is required to supervise and lead District irrigation employees and processes in addition to the other maintenance areas that have been under his leadership responsibility. Further, this additional area of responsibility has required the incumbent to gain addition technical skill in irrigation.

While these responsibilities and technical skills are new, they are not substantially different nor, most importantly, are they more difficult than the levels of supervision, leadership and skill that are already required by the other maintenance areas for which the incumbent is responsible.

In compensation analysis, the activities (Essential Functions) required to be performed by incumbents in each job classification must be evaluated to determine the highest needed levels of competency (Skill, Knowledge, Ability and Working Conditions, Responsibility, and Education). Based on these highest levels of required competency, internal equity groupings for each job classification are then utilized to place each job classification in the same pay grade as other District job classifications that have similar levels of competency required.

Based on the compensation analysis performed for this job classification, it has been determined that while additional activities have been required, these additional activities do not require the incumbent to utilize substantially higher levels of competency. Therefore, there is no wage change recommended.

**Appeals Analysis Recommendation:**

Job Title: No Change

Salary Range: No Change