

Continuous Feedback Form A
Comments on the
Job Organization Structure

*This feedback process will continue throughout this year. However, comments and issues that need to be addressed prior to formal publication of the CGD's **must be submitted to DHRM by April 30, 2001.** You may email this document to Comp.Reform@dhrm.state.va.us or fax it to Rue White at 804-371-7401.*

Agency:

Agency Code:

Contact:

Email:

General Information Regarding New Job Organization Structure

1. Briefly describe your overall experiences while implementing the new job organization structure, including any issues you have encountered using the new Roles.

2. Did the new "groupings" (Career Groups) present any internal alignment issues within your agency? If so, please describe.

3. Do you have questions regarding the Occupational Family assignments for any of the new Career Groups? If so, please explain.

4. Please describe any salary alignment issues directly related to the new Career Groups and/or Roles within groups.

5. Does the new job organization structure generally identify career development opportunities within the Commonwealth? If not, please explain.

6. In most cases, is the distinction between Career Groups and the Roles within groups clear enough for position allocation? If not, please consider submitting a Continuous Feedback Form B for more specific input.

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7. In the conversion process, were there any positions within your agency that did not appear to fit into any of the published Roles?

YES _____

NO _____

If so, please identify:*

The former job class:

The assigned new Role:

The classification issue: (state below)

8. The Phase II evaluation will include a review of Role titles and the extent to which they accurately describe the nature and range of work assigned to a role. Do you have any recommendations for improvement or issues or that you would like to see considered?

9. Any additional comments?

* If you experienced allocation problems of this nature please fax a copy of a sample position description, job advertisement and/or example of typical performance expectations to DHRM, attention R. White at 804-371-7401.