

Continuous Feedback Form B
Comments on an Individual
Role or Career Group

*The 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 the date indicated in the CGD distribution email.** 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:

Subject Role or Career Group:

Part I: Comments and Suggestions for Improvements

1. Please describe how this Career Group or Role Description might be improved.

Part II: Issues and Concerns

- _____ The document does not adequately describe the range of work performed by employees assigned to this Career Group.
- _____ The range of work does not reveal the levels that exist within the Roles.
- _____ The document does not effectively distinguish one Role from another within the Career Group.
- _____ I have concerns about staff and supervisory positions being allocated to the same Role.
- _____ I have concerns about the Role titles.
- _____ I have concerns about the occupations and/or specialties that now comprises this Career Group or Role.
- _____ The Compensable Factors for this Role(s) do not provide a greater understanding of the complexity of the work performed, the knowledge required to perform that work, the outcome or expected results, and the degree of accountability associated with the Role.
- _____ Formal regulatory requirements identified in the *Code of Virginia* (such as licensure or certification) for this profession are not clearly stated.

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_____ Other (Please describe)

Part III: Recommendations

In order for your comments to be fully considered please communicate the specific changes that you feel are needed to resolve your agency's concerns.