

## Compensable Factors, Ratings, Points, and Weighting

		Factor Ratings									Factor Weighting
		1	2	3	4	5	6	7	8	9	
Compensable Factors	Knowledge	47	93	140	187	233	280	327	373	420	28%
	Interpersonal Skills	17	33	50	67	83	100	117	133	150	10%
	Physical Effort	6	13	19	25	32	38				2.50%
	Concentration	5	10	14	19	24	29	33	38		2.50%
	Complexity	30	60	90	120	150	180	210	240	270	18%
	Accountability & Decision Making	22	43	65	87	108	130	152	173	195	13%
	Impact	21	41	62	83	103	124	144	165		11%
	Development and Leadership	21	43	64	86	107	129	150			10%
	Environmental Working Conditions	11	21	32	43	54	64	75			5%
		Rating Point Values									100%