

**APPEAL**  
**TECHNICAL, CLERICAL, TRADES & OPERATING JOBS**

**JOB TITLE:** \_\_\_\_\_

FACTOR CATEGORY and TITLE	CURRENT SCORE	REQUESTED SCORE
<b><u>SKILL</u></b>		
A. EDUCATION/TRAINING		
B. WORK EXPERIENCE		
C. PHYSICAL SKILL & DEXTERITY		
<b><u>EFFORT</u></b>		
D. PHYSICAL EFFORT		
E. MENTAL EFFORT		
<b><u>RESPONSIBILITY</u></b>		
F. RESPONSIBILITY FOR IMPACTING PERFORMANCE		
G. RESPONSIBILITY FOR OWN WORK		
H. RESPONSIBILITY FOR CONTACTS WITH OTHERS		
I. RESPONSIBIITY FOR ASSETS		
J. RESPONSIBILITY FOR CONFIDENTIAL INFORMATION		
K. RESPONSIBILITY FOR WORK FOR OTHERS		
L. RESPONSIBILITY FOR SAFETY OF OTHERS		
<b><u>WORKING ENVIRONMENT</u></b>		
M. ADVERSE WORKING CONDITIONS		
N. HAZARDOUS WORKING CONDITIONS		
<b>TOTAL POINTS</b>		

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

(continue on reverse or separate piece of paper)

Employee's signature \_\_\_\_\_ Date \_\_\_\_\_

Supervisor's signature \_\_\_\_\_ Date \_\_\_\_\_