

## SCS Job Evaluation Committee Activity

### **2015-16: 165 jobs reviewed by the SCS job evaluation committees**

- 64 were new positions.
- 101 were reviews of existing positions.
- 2 committee evaluation decisions appealed to the Vice President and CHRO.
  - 2 decisions upheld by the Vice President and CHRO.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 57% of the reviews resulted in a pay increase for the employee.
  - No reviews resulted in a pay decrease.

### **2016-17: 180 jobs reviewed by the SCS job evaluation committees.**

- 51 were new positions.
- 129 were reviews of existing positions.
- 1 committee evaluation decision appealed to the Vice President and CHRO.
  - 1 position returned to committee for additional review.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 65% of the reviews resulted in a pay increase for the employee.
  - No reviews resulted in a pay decrease.

### **2017-18: 222 jobs reviewed by the SCS job evaluation committees.**

- 61 were new positions.
- 161 were reviews of existing positions.
- 9 committee evaluation decisions appealed to the Vice President and CHRO.
  - 3 positions returned to committee for additional review.
  - 1 decision upheld by the Vice President and CHRO.
  - 5 decisions overturned by the Vice President and CHRO, placed at a higher pay grade.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 57% of the reviews resulted in a pay increase for the employee.
  - No reviews resulted in a pay decrease.

**2018-19: 224 jobs reviewed by the SCS job evaluation committees.**

- 41 were new positions.
- 183 were reviews of existing positions.
- 4 committee evaluation decisions appealed to the Vice President and CHRO.
  - 4 decisions overturned by the Vice President and CHRO, placed at a higher pay grade.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 54% of the reviews resulted in a pay increase.
  - 1% of the reviews resulted in a pay decrease.

**2019-20: 128 jobs reviewed by the SCS job evaluation committees.**

- 32 were new positions.
- 96 were reviews of existing positions.
- 1 committee evaluation decision appealed to the Vice President and CHRO.
  - 1 decision overturned by the Vice President and CHRO, placed at a higher pay grade.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 57% of the reviews resulted in a pay increase.
  - No reviews resulted in a pay decrease.

**2020-21: 145 jobs reviewed by the SCS job evaluation committees.**

- 36 were new positions.
- 109 were reviews of existing positions.
- 3 committee evaluation decision appealed to the Vice President and CHRO.
  - 1 decision overturned by the Vice President and CHRO, placed at a lower pay grade.
  - 2 decisions overturned by the Vice President and CHRO, placed at a higher pay grade.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 55% of the reviews resulted in a pay increase.
  - No reviews resulted in a pay decrease.

**2021-22: 275 jobs reviewed by the SCS job evaluation committees.**

- 88 were new positions.
- 187 were reviews of existing positions.
- 3 committee evaluation decision appealed to the Vice President and CHRO.
  - 1 decision upheld by the Vice President and CHRO.
  - 2 decisions overturned by the Vice President and CHRO, placed at a higher pay grade.
- For jobs with a sitting incumbent (as opposed to evaluation of a vacant position):
  - 61% of the reviews resulted in a pay increase.
  - No reviews resulted in a pay decrease.