

## IT Scoring Explanation

		<i>Example of calculating score</i>
<b>Rating (see rating sheet from OFM for full explanation of each category rating)</b>		<b>Score</b>
1. <b>Technical know how</b> (choose <u>one</u> of the following)		(example)
a. <b>225</b>	Baseline understanding of principles, theory, methodologies	
b. <b>450</b>	Fully competent, professional working knowledge of principles, concepts	450
c. <b>675</b>	Advanced knowledge of wide range of principles, concepts, practices	
d. <b>900</b>	Mastery of a professional field; strategic expertise; comprehensive knowledge	
2. <b>Scope</b> (choose <u>one</u> of the following)		
a. <b>215</b>	Singular: work primarily in one specialty area	215
b. <b>430</b>	Multiple components: work involves cross-divisional, regional or agency integration	
c. <b>645</b>	Multifaceted: organization wide work in several different job families OR in large organization interdepartmental; across regions	
3. <b>Impact</b> (choose <u>one</u> of the following)		
a. <b>150</b>	Single user impact (at a time)	
b. <b>225</b>	Single or multiple departments (multiple users)	225
c. <b>*</b>	Organization wide (impacts entire or multiple agencies)	
	<b>*See list of agency size for score number</b>	
d. <b>356</b>	Impact via systems that collect state revenue (e.g tax; licensing, etc.)	
e. <b>450</b>	Impact via systems that distribute funds (e.g eligibility benefits; child support)	

*Impact Scope Score example: 225*

(will multiply impact scope score (above) x impact accountability rate (below))

Impact accountability rate (choose <u>one</u> of the following)	Score (example)
<b>0.33</b> Minor (indirect impact work is reviewed to minimize impact)	
<b>0.50</b> Contributory (advisory; impact is shared with supervisor or team)	0.50
<b>0.75</b> Independent – decision making authority for area of responsibility	
<b>1.00</b> Single point of failure (unique knowledge; no one else can do)	
<i>Impact accountability rate example: 0.50</i>	
<i>Total impact score example: 225 x 0.50 = 112.50</i>	112.50

4. Problem Solving

- |               |  |            |
|---------------|--|------------|
| a. <b>150</b> | Resolves problems with standard analysis; established routine solutions            |            |
| b. <b>225</b> | Resolves problems with analysis and discernment use “in the box” best practices    | <u>225</u> |
| c. <b>300</b> | Devises methods to analyze/evaluate problems. Deviate from routine                 |            |
| d. <b>375</b> | Develop innovative, creative solutions to resolve problems; new methods/approaches |            |

Total Score: 450+215+112.5+225 (in the above example, score is entry level)	1002.5
--	--------

Entry:	640 – 1,040
Journey:	1,041 – 1,567
Senior/Specialist:	1,568 – 2,099
Expert:	2,100 – 2,370