Elicitation Data: Ponder 3

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Stakeholder: RBDC

Methodology: Interview

Data:

The Client would like the following:

* Modular grading system for pay that can map jobs on a pay scale for easy comparison
* Compare pay scales with similar positions from other cities
* Ability to download an excel document from the software representing the data
* See missing jobs for a city or a position that may be unique to them, but most cities do not have it.
* Adjust pay to compensate for cost of living.
* Different levels of accessibility
* Choose what cities to compare from
* Choose what jobs you want to compare
* Menu where you can choose what you want to compare then can generate a grid
* If you were to compare your wages to other counties what information and reports are most valuable to you.
* Integrate with living wage calculator from MIT
* Clients can add new job titles
* Approval for new job titles to eliminate redundancy
* Grading system based on education and job
* COLA – cost of living adjustment
* There will be different levels of access to the software.
* We want to show them how all the different people working for them are payed compared to all different kinds of people across Idaho and the country
* The grading system could be customized for each independent city.
* The grading scale is just useful to help people see how things lay out.
* They should be able to access it anytime and the data will be accurate at that time.
* Most of the time, you would be running a lot of reports from it.
* It would be important to download that information to an excel file when necessary
* Option to limit to compare to cities with similar geographical aspects
* We will look at things like medium income, land mass size, population size, number of houses, number of seasons a year

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Stakeholder: None

Methodology: Task Analysis

Data:

\*The word “we” refers to RBDC

* We need some way of interfacing with Microsoft Excel to produce reports that can be exported into Excel
  + We also need to interface with its functions or recreate them on our server
* We need a way to know the geographical locations of different cities to determine spacial proximity
* We need to either interface with the external programs the RBDC has used in the past (i.e. MIT wage calculator, Bureau of Labor Statistic’s tools and The Consumer Price Index) or reproduce their functionality on our server
* The software needs to be ran on a server so that any client can access information at real time.
* We need data types to hold information for cities and job titles.
  + Cities will need a Name, Location, and a list of Job positions
  + Job Positions will need a Name (which needs to reference a name on a list of available names), Pay, and Grade.
* We need a database that stores the city, job title, and average payscale.
  + The database would need a common lookup table that allows you to search for the jobs.