WHY INITIATE BROADBANDING FOR INFORMATION TECHNOLOGY POSITIONS?

▶ **Current classification system over 40 years old.**

▶ **The existing classification system is inflexible, complex, labor intensive and unresponsive to changing needs, particularly as it relates to information technology positions**

▶ **Broadbanding will create a new more flexible framework to classify jobs and provide mechanisms to determine employee-focused compensation**

▶ **The University of Hawaiʻi has had 15 years of successful experience in administering and managing a broadband compensation system for all University professional and technical employees**

WHAT IS THE FOCUS OF THE IT BROADBANDING PILOT PROJECT?

► **The Pilot Project focuses on the uniqueness of information technology positions and the high demand for specialized knowledge and skills associated with such positions**

► **Implement compensation tools that provide for employee-focused compensation adjustments**

WHAT CHANGES WILL OCCUR WITH THE IT BROADBANDING PILOT PROJECT?

▶ From 10 Information Technology Specialist/Manager classes to 1 career group.

▶ From 10 pay ranges to 4 broad pay bands.

　❖ Band A: Entry/Independent Worker

　❖ Band B: Journey Worker/Project Lead/Subject Matter Expert

　❖ Band C: Supervisor

　❖ Band D: Manager/Foremost Technical Expert

▶ Create a new factor-based methodology to determine compensation

▶ Create new employee based compensation adjustments that considers employee professional growth in the job, retention, and internal alignment.

▶ Pilot Project to be implemented on a budget neutral basis, with the appointing authority able to apply new compensation adjustments with budgeted funds

Transition from Current Position Classification and Compensation System to Broadbanding

Current Position Classification & Compensation System

Steps: C D E F G H I J K L M

SR 16 (Class Concept: Entry/Trainee)
SR 18 (Class Concept: Advanced Trainee)
SR 20 (Class Concept: Independent Worker)
SR 22 (Class Concept: Journey Worker)
SR 24 (Class Concept: Senior Specialist/First Level Supervisor)
SR 26 (Class Concept: Second Level Supervisor)
SR 28 (Class Concept: Second Level Supervisor)
EM 5 (Class Concept: IT Manager)
EM 6 (Class Concept: ICS Assistant Administrator)
EM 8 (Class Concept: ICS Administrator)

Notes:
Negotiated salary schedule & step movement plan based on years of service
A position's classification is based on assigned duties & responsibilities consistent with class concept; and reallocation adjustment is based on changes to assigned duties & responsibilities, consistent with class concept when position description is redescribed
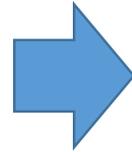
Broadbanding Concepts

Band A: Entry/Independent Worker Band
        Steps: C D E F G H I J K L M
SR 18 (Class Concept: Entry/Trainee)
SR 20 (Class Concept: Independent Worker)

Band B: Journey Worker Band
        Steps: C D E F G H I J K L M
SR 22 (Class Concept: Journey Worker)
SR 24 (Class Concept: Senior Specialist)

Band C: Supervisor Band*
        Steps: C D E F G H I J K L M
SR 26 (Class Concept: First/Second Level Supervisor)
SR 28 (Class Concept: Second Level Supervisor of highly complex IT program)

Band D: Excluded Manager/Foremost Technical Expert Band
EM 5 (Class Concept: IT Manager/Branch Chief)
EM 6 (Class Concept: IT Manager/Assistant Administrator)
EM 8 (Class Concept: IT Program Administrator)

Notes:
Preserve negotiated salary schedule & step movement plan based on years of service
Continue reallocation adjustment when position is redescribed
NEW: Simplify classification; allow for additional employee based compensation adjustments, e.g., growth/professional development, that follows employee in the event of step movement and/or position redescription/reallocation/redefinition
In the transition process, provisions (non-detrimental to employees) will be needed to accommodate existing classes

* For Broadbanding: SR 24 positions currently supervising SR-22 subordinates will be assigned to Band C- Supervisor Band, along with positions currently supervising SR-24 subordinates and that are assigned to SR-26. No loss to employee; reconstruction if Broadbanding terminated.

WHAT ARE THE PILOT PROJECT'S GUIDING PRINCIPLES?

- **SIMPLICITY – Easy to understand and administer**

- **FLEXIBILITY – Attract and retain skilled employees**

- **QUALITY ASSURANCE – Create criteria, processes and safeguards to ensure the integrity of the system; fair and consistent administration.**

- **COMPENSATION– Create new compensation methodologies to recognize & reward employee knowledge, skills, abilities and growth in the job.**

- **TRANSPARENCY – In an inclusive, collaborative and open process, create a pilot broadbanding system for information technology related positions in the context of, and respectful of, collective bargaining.**

- **BUDGET NEUTRAL CONVERSION – New broadbanding system to be budget neutral on conversion with appointing authority able to use new compensation mechanisms, e.g., in-band adjustments, with existing budget.**