

## INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

### CLASSIFICATION QUESTION AND ANSWERS

as of 4/18/16

**Q1. What is a Career Group?**

A1. A Career Group is a description of functional commonalities shared by a group of positions. Career group definitions are broad and encompasses a range of positions performing functions characteristic of a field of endeavor or characteristic of a subject area. The career group for this pilot project is Information Technology.

The career group only defines the nature of work. The career group does not determine the pay range which will be determined by a pay band.

**Q2. What is the career path for technical type positions in the broadbanding pilot project?**

A2. In the new broadbanding system, the career path for a journeyworker employee is on Band B. Employees can move horizontally across the band through, for example, an in-band adjustment for professional growth. Employees do not necessarily have to move to a higher band in order to achieve professional growth or receive additional compensation.

As another career path, an employee may move from the Band B journeyworker level to Band C supervisory level and merit additional compensation.

**Q3. How will broadbanding accommodate changes in technology and the development of new jobs resulting from such technology development?**

A3. The broadbanding framework is intentionally broadly stated to allow for flexibility and adaptation to change. As new jobs evolve or are created as a result of technology development, such jobs can be simply recognized as a working title variant to the career group. For example, if a new technology is created called Wizard, and a new job created called Wizard Specialist, it would be assigned to the IT Career Group with a working title of Wizard Specialist and all of the broadbanding concepts, e.g., levels, in-band adjustments would apply.

**Q4. For the broadbanding pilot project, do classification actions have to be in conformance with the official organization chart?**

A4. Classification actions in the pilot project must be in conformance with the official organization chart. Broadbanding will allow for the creation of flatter organizations because departments will no longer need to use their

organizational structure to justify more pay for their employees. Employees may be appropriately recognized through in-band adjustments.

**Q5. Will there be changes to the HRMS position management and employee transaction modules for the pilot?**

A5. Revisions to HRMS are being made and will be available in conjunction with the roll-out of the pilot project.