

INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

Compensation Adjustment/Movement Questions and Answers

Q1. What will happen to an employee's pay when he/she moves voluntarily to another position within or outside the band?

A1. If the employee moves to a higher or same pay range outside or within the band, the department would follow provisions in the BU 13 contract agreement or applicable authority for compensation adjustment for a transfer or promotion; or offer a salary rate up to the amount determined by the salary matrix, provided the amount is not less than the employee's current rate of pay. If the employee moves to a lower pay range outside or within the band, the department would follow provisions in the BU 13 contract agreement or applicable authority for compensation adjustment for voluntary demotion.

Q2. What is the process for voluntary demotions in the new system?

A2. The procedures for voluntary demotion (when an employee voluntarily moves from his/her position to a position in a lower band than the band of his/her current position), can be found in Section IX, Part III.A.3 of the project proposal.

Q3. How is compensation for temporary assignment (TA) calculated in the broadbanding system?

A3. Procedures for temporary assignment can be found in Section IX, Part III.E of the project proposal.