

## **INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT**

### **GENERAL QUESTION AND ANSWERS**

as of 4/12/16

**Q1. Is broadbanding a new kind of classification system?**

A1. The IT Broadbanding Pilot Project is a new employee focused classification system, which is intended to recognize duties and responsibilities assigned to a position while allowing for the recognition of value added by individual employees.

**Q2. Why initiate Broadbanding for IT professionals?**

A2. The Information Technology professionals were selected because of their unique feature, such as focused area of expertise; specialized qualification requirements; continuous evolving knowledge base; high demand in the public and private sector; very competitive wage requirements; and other characteristic that distinguish these classes from other more traditional classes found in civil service.

This professional group continues to have a limited pool of highly skilled professionals that is in a highly competitive market which is in demand by the State and private sector.

**Q3. Why not roll-out Broadbanding on a mini-pilot basis where it would be limited to a few departments?**

A3. As a mini roll-out pilot to a limited few of the departments may be more manageable and less complex, it would not give a true picture of the effects of the project on a statewide perspective. It is believed that it would be more appropriate to roll-out the IT Broadbanding Pilot Project to all Information Technology Specialist (levels I through VII), Information Technology Manager, Information and Communication Service (ICS) Administrator and Assistant Administrator ICS classes.

**Q4. Do employees in Information Technology (IT) positions have the option to participate in the IT Broadbanding Pilot Project?**

A4. All employees in positions classified as IT Specialists (levels I through VII), IT Manager, Information & Communication Services Administrator, and Assistant

Administrator Information and Communication Services, have been selected to participate in the IT Broadbanding Pilot Project.

**Q5. Does the Broadbanding pilot project include positions in the class Telephone Engineer and Radio Engineer?**

A5. Positions in the class Telephone Engineer and Radio Engineer are not included in the IT Broadbanding Pilot Project.

**Q6. Do the Department Directors know that they will be involved in the actual approval of any pay adjustments due to this Broadbanding Pilot Project?**

A6. As part of the implementation process, Department Directors will be informed of their involvement in the approval process for discretionary in-band adjustments.