

## INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

### RECRUITMENT QUESTION AND ANSWERS

as of 4/22/16

**Q1. What happens if there is a Reduction in Force (RIF)? How will the bumping order be determined?**

A1. The negotiated RIF process would be adapted to apply to broadbanding.

**Q2. Will the broadbanding system have a RFR (Reallocation For Recruitment purposes) mechanism for recruitment?**

A2. Positions that cannot be filled at the authorized band level may be considered for recruitment at a lower band. A position description must be established for recruitment at the lower band.

**Q3. How will the compensation rates be advertised on recruitment announcements?**

A3. Publication of hiring rates on DHRD vacancy announcements will be coordinated with the departments. Hiring rates will be based on the individual's training and experience and the department's ability to pay.