

INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

General Compensation Questions and Answers

as of June 24, 2016

Q1. Where can I find criteria and procedures for the broadbanding pilot project?

A1. The criteria and procedures for the broadbanding pilot project can be found in Section IX of the broadbanding pilot project proposal.

Q2. What is a “Department Salary Administration Plan”?

A2. The Department Salary Administration Plan allows the department to develop departmental compensation strategies and practices that are consistent with DHRD policies and procedures and yet allow recognition of departmental priorities.

Q3. What will happen to the current FHR (Flexible Hiring Rate) Program and Recruitment Above the Minimum (RAM) process?

A3. For the IT broadbanding pilot project, the salary matrix will take the place of FHR and RAM.

Q4. Will employees lose pay when their position is converted to the new broadbanding system?

A4. The conversion of positions from the existing position classification system to the new broadbanding system will be budget neutral. Employees will retain their current rates of pay.

Q5. What will happen to positions that currently receive the IT shortage differential?

A5. Employees with existing shortage differentials will continue to retain their shortage differential in the pilot project.

Q6. Will lump sum bonuses be included in the pilot project?

A6. If lump sum bonuses are in the master agreement, then it will be implemented as negotiated for positions & employees participating in the pilot project. However, lump sum bonuses are not included as a type of compensation adjustment in the broadbanding pilot project.

Q7. Will an employee who receives an In-Band Adjustment be required to make a commitment to work in his/her position for a period of time, such as 1 or 2 years?

- A7. In-Band Adjustments do not have as a criteria, the requirement for the employee to continue performing work of the position for period of time beyond receipt of the adjustment.
- Q8. Will the employee's pay be reduced if the employee subsequently leaves within six months to a year after receiving an In-Band Adjustment for retention?**
- A8. In-band amounts shall terminate when the employee moves out of a position included in the Civil Service IT Broadbanding Pilot Project.
- Q9. Will an employee who receives an In-Band Adjustment be required to make a commitment to work in his/her position for a period of time, such as 1 or 2 years?**
- A9. In-Band Adjustments do not have as a criteria, the requirement for the employee to continue performing work of the position for period of time beyond receipt of the adjustment.
- Q10. How would the Broadbanding Pilot Project apply to positions that are not civil service positions (exempt) within IT?**
- A10. The Civil Service IT Broadbanding Pilot Project will only apply to civil service positions. The pilot project does not apply to exempt positions as flexibility already exist when compensating positions that are exempt. Civil Service classes included in the project are Information Technology Specialist (levels I through VII), Information Technology Manager, Information and Communication Service (ICS) Administrator and Assistant Administrator ICS classes.