

## INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

### CLASSIFICATION QUESTIONS AND ANSWERS

**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.

**Q6. I'm an SR 24 supervisor, when I get converted will I be assigned to Band B, which reflects SR 22 and SR 24 or will I be assigned to Band C which reflects SR 24 and SR 26?**

A6. You will be assigned to SR 24, Band C.

**Q7. In Band B there are both SR 22 and SR 24 are reflected, why?**

A7. The two concepts in Band B are SR 22, Journey worker level and SR 24, Senior Specialist/Subject Matter Expert; whereas Band C is reserved for Supervisors.

**Q8. Since both SR 22 and SR 24 are in Band B, how does one move from SR 22 to SR 24?**

A8. The movement to a Band B SR 24 position is possible provided that the position's duties and responsibilities reflect a senior specialist/subject matter expert concept.

**Q9. Under the former 7 levels of IT Specialists classification and compensation system, an adjustment could be made when moving from Level V (Supervisory/project leader/super journey worker/Chief of IT Specialist for a department) to Level VI (Supervisor of a major program or functional area through subordinate IT Specialist V's). In Broadbanding, is it still possible to move from Level V to Level VI?**

A9. Movement to a Band C, SR 26 position is possible provided that the position's duties and responsibilities reflect a supervisor who supervises one or more SR 24 subordinates.

**Q10. What happens to current exempt position incumbents that are in the process of being converted to civil service as there is an existing Supplemental Agreement?**

A10. The provisions of the BU 13 Supplemental Agreement on Compensation Adjustments for Exempt, temporary, and Initial Probationary Employees will continue to be honored. Once converted, all the provisions of this pilot project will be applicable.