

## **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.

**Q4. What happens to my compensation if as a current SR 22, Band B, I apply for and am selected for another SR 22, Band B position?**

A4. Your compensation will stay the same (SR 22 to SR 22 is a "transfer"), as provided by the BU 13 collective bargaining agreement or other applicable authority, if excluded from BU 13; OR the hiring manager may complete a salary matrix and recommend an increase to your compensation based on your experience, education, and quality of experience.

For other movements (e.g., promotions, demotions), please see Section IX – Compensation Procedures in the proposal.