

## **INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT**

### **GENERAL QUESTIONS AND ANSWERS**

**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.

**Q7. How would the Broadbanding Pilot Project apply to positions that are not civil service positions (exempt) within IT?**

A7. 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.

**Q8. How will individuals be identified/selected for training opportunities?**

A8. According to the pilot project proposal, departments may create career development plans for employees to support and sustain the employees' job related career growth. Per the DHRD policies and procedures No. 400.001, Part VI.B.2, when considering training opportunities, managers should consider factors such as operational needs and priorities, availability of employees to participate in the training, the availability of funding, and employee seniority.

**Q9. In the pilot project proposal, what is meant by “encouraging and coaching employees on career development”?**

A9. Based on a department's operations and needs, employees may be encouraged to pursue and accomplish career development goals such as taking on higher level duties; or pursuing, completing, and applying job related professional development training opportunities.

**Q10. The Program Proposal states that the Pilot Project will be for 1 year, yet there has been some indication that the Pilot will only be for 6 months.**

A10. The ITS Broadbanding Pilot Project will be for 6 months initially with possible extensions with union concurrence. It was agreed that renewals on a 6-month basis will help to ensure that the parties have the opportunity to identify, discuss, and reach agreement on issues that may arise during the 6-month period.