

INFORMATION TECHNOLOGY BROADBANDING PILOT PROJECT

NEW QUESTIONS AND ANSWERS

as of June 24, 2016

General

Q1. 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.

A1. 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.

Classification

Q1. 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?

A1. You will be assigned to SR 24, Band C.

Q2. In Band B there are both SR 22 and SR 24 are reflected, why?

A2. 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.

Q3. Since both SR 22 and SR 24 are in Band B, how does one move from SR 22 to SR 24?

A3. 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.

Q4. 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?

A4. 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.

Q5. 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?

A5. 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.

Compensation

Salary Matrix

Q1. 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?

A1. 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.

In-Band

Q1. Is there any retroactivity for in-band adjustments?

A1. Retroactive in-band adjustment may be possible for temporary professional growth due to increased scope and complexity only.

Q2. Are consecutive temporary in-band adjustments allowable in one year?

A2: Consecutive temporary in-band adjustments are allowable if an employee will be working on different projects.

Q3. Can someone be awarded a permanent professional growth in-band adjustment and a temporary in-band in the same year?

A3. It would be possible dependent on the department’s priorities and needs.

Note: FAQs in this document will be integrated into their respective categories in the future.