

Guidelines for Reallocation/Rebanding Exception

Criteria	Guidelines for Exception Beyond Standard Reallocation/Rebanding Compensation		
	1 Step or 4%	2 Steps or 8%	3 Steps or 12% or More
Education, Training, Certification and/or License	Official transcripts, current license, current certifications, etc. that <u>exceed</u> the MQs and are related to the job.	Official transcripts, current license, current certifications, etc. that <u>significantly exceed</u> the MQs and are related to the job.	Official transcripts, current license, current certifications, etc. that <u>far exceed</u> the MQs and are related to the job. Nature of such education, training, certification or licensure is deemed to be essential to the department/State and is of paramount priority.
Relevant Experience, Knowledge, Skills and/or Abilities	Job related experience, training, knowledge, skills and/or abilities that <u>exceed</u> the MQs and are related to the job. Significant and direct contributions in the attainment of program goals, objectives and positive outcomes and in the creative solutions to difficult problems. An indicator that the individual will <u>exceed</u> performance expectations and be highly successful in the job.	Job related experience, training, knowledge, skills and/or abilities that <u>significantly exceed</u> the MQs and are related to the job. Significant and direct contributions in the attainment of program goals, objectives and positive outcomes and in the creative solutions to difficult problems. An indicator that the individual will <u>dramatically exceed</u> performance expectations and make significant contributions to the attainment of broad program goals in the department.	Job related experience, training, knowledge, skills and/or abilities that <u>far exceed</u> the MQs and that the possession of the depth, breadth and quality of work experience is essential to the department/State and is paramount of priority.