**INTERNAL ALIGNMENT IN-BAND ADJUSTMENT FORM**

 Date: Click here to enter date

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| --- | --- | --- | --- |
| Employee Name:  | Click here to enter | Job Title:  | Click here to enter |
| Dept/Div/Br:  | Click here to enter | Job Code:  | Click here to enter |
| Position Number:  | Click here to enter | Subzone:  | Click here to enter |
|  |  | Effective Date: | Click here to enter date |

|  |  |
| --- | --- |
| Current Monthly Base Pay: | $ Click here |
| Shortage Differential (if applicable): | $ Click here |
| Existing In-band amount(s) (in total, if any): | $ Click here |
| ***Proposed Internal Alignment In-band Adjustment:*** | **$ Click here** |
| **Total Salary** (Base Pay + SD + In-band(s)): | **$ Click here** | (Shall not exceed the subzone maximum) |

Required Justification/Rationale:

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| 1. Attach a copy of the last performance evaluation from the immediately preceding rating period. The evaluation must reflect a minimum overall performance rating of “Meets Expectations.”
 |
| 1. Describe the employee’s responsibilities, education, expertise, skills, years of service, and/or accomplishments (performance).

Click here to describe |
| 1. Provide an analysis of the salaries including differentials among the employees in comparable and relevant positions (e.g. civil service to civil service, exempt to exempt; same subzone within the relevant work unit). Include the following in the quantitative analysis: salaries, years of service in the State and in the bargaining unit, educational level, relevant work experience (years, type and quality), and other qualification requirements.

Click here to enter or attach a separate sheet1. Provide any other relevant information or justification in support of the request.

Click here to enter |
| ***Note: Internal alignment in-band adjustments shall not be used to match an employee who received a retention in-band adjustment.*** |

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**Certification:**

[ ]  *I certify that the program can accommodate the additional funding associated with this request within its existing budget. The additional funding required can be covered in future budgets without an increase in the level of funding.*

[ ]  *I certify that an assessment of the impact has been made and that this request complies with applicable equal opportunity laws, rules, regulations and policies.*

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| Name of Supervisor/Manager | Signature | Date |

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| Name of Division/Administrator | Signature | Date |

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| ***Departmental Personnel Office:*** |
|  [ ]  Recommend Approval |
|  [ ]  Recommend Approval with Changes | New recommended monthly rate: \_\_\_\_\_\_\_\_ |
|  [ ]  Approval not Recommended |

Comments: .

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| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Name of DHRO | Signature | Date |

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| ***Director/Appointing Authority:*** |
|  [ ]  Approved |
|  [ ]  Approved with Changes | New recommended monthly rate: \_\_\_\_\_\_\_\_ |
|  [ ]  Not Approved |

Comments: .

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| Name of Director/Appointing Authority | Signature | Date |

*Reminder: Please forward a copy of the request to DHRD Compensation, and to HGEA (included employees only).*

*Note: The effective date shall be on the first day of the pay period immediately following the date of the Appointing Authority’s approval.*