JULY 1, 2020
CLASSIFICATION SYSTEM CHANGES

GOVERNMENT FINANCE COMMITTEE
April 27, 2022
OVERVIEW

- Where we were
- What we did
- Where we need to go
WHERE WE WERE

Why we needed to change ….
✓ Simplify and streamline -- both structure and process
✓ Grown to be complex; over 900 individual classifications to manage, some with as little as one incumbent and 18 grades
✓ Difficult for employees and managers to understand, and became increasingly difficult for HR team members to administer
✓ Agencies needed flexibility within the classification system that allowed us to utilize all of the tools in our toolbox in order to attract and retain team members
What did we do
- HRMS and individual agencies embarked on project; different workgroups formed
- Drastically reduced the number of classifications from over 900 to around 300, and paygrades from 20 to 10
- Increased maximums of pay ranges
- Applied broader minimum qualifications (i.e. more applicants through the funnel)
- Ability to do in-grade promotions (career ladder within grades)

Costs
- Zero cost to implement
- Small number of employees needed to be brought to new salary range minimum
- Staff time

Challenges
- Managing expectations
- Compression didn’t go away; continues to be significant
WHERE WE NEED TO GO

- Previous methods of administering compensation need revision – need to be agile

- To effectively utilize the flexibility of the system, we need to be able to move our most competent team members through the pay ranges throughout their employment life cycle

- Access to rapidly-changing salary data
The changes outlined did not change how we administer compensation. No additional budget dollars were included as a result of this change.
QUESTIONS?