



JULY 1, 2020  
CLASSIFICATION SYSTEM CHANGES

GOVERNMENT FINANCE COMMITTEE

April 27, 2022

NORTH  
**Dakota** | Human Services  
Be Legendary.™

# 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 WE DID

## 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

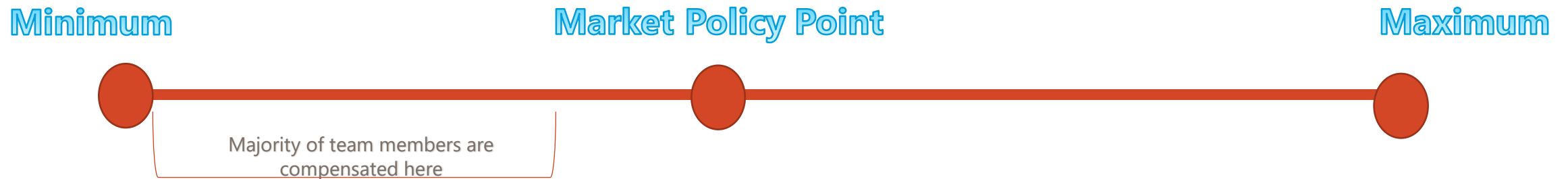
- Zero cost to implement
- Small number of employees needed to be brought to new salary range minimum
- Staff time

## 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

# CHANGES TO COMPENSATION SYSTEM

- The changes outlined did not change how we administer compensation. No additional budget dollars were included as a result of this change.

# QUESTIONS?

