



CAREER-BANDING

*General Information for
Employees and Supervisors*

October 2007

Career-banding Classification System



What is it?

- Fewer, more general SPA classifications with wider pay ranges
- Employee pay is based on employee skills and contributions, position requirements, funding, and equity

Career-banding Classification System



Why are we doing this?

- To improve recruitment, retention, and development opportunities for employees
- To simplify administrative processes and delegate decisions to managers and supervisors

Career-banding Classification System



Why are we doing this?

- To link development and work contribution measures to the organization's goals and objectives
- To base employee pay on the level of work contribution in relation to the labor market

Job Family Band Structure



1. Information Technology
2. Law Enforcement and Public Safety
3. Administrative and Managerial
4. Information and Education
5. Human Services
6. Medical and Health

Job Family Band Structure



7. Institutional Services
8. Operations and Skilled Trades
9. Engineering and Architecture
10. Natural Resources and Scientific

Banding Concepts



How are job classes banded together?

- General Nature of Work
- Required Knowledge, Skills, and Abilities
- Similar Labor Markets
- Training and Experience - Certifications, License

Examples



Several varieties of roses were pictured to demonstrate the banding concept. Whereas each rose was unique and had a particular name, similar characteristics allowed us to recognize all of them as roses.

Each position at the university is unique, but similar characteristics enable us to group various positions together into one banded classification.

Conversion From Narrow Classes to Broad Classes - illustration

Current Class Title	Banded Title
Applications Analyst Programmer I	Business and Technology Applications Analyst
Applications Analyst Programmer II	
Applications Programmer I	
Applications Programmer II	

North Carolina's Career-banding Compensation System

Management's Role

- Advise employees on career development
- Use the Pay Factors in determining employees' pay
- Document pay decisions

North Carolina's Career-banding Compensation System

Employee's Role

- Responsibility for career self-management
- Develop skills that are valued by the organization
- Contribute to the accomplishment of the organization's mission through continued demonstration of skills

North Carolina's Career-banding Compensation System

Human Resources' Role

- Orientation for employees and managers
- Serve on Career-banding Transition Teams
- Coordinate implementation projects
- Monitor pay decisions

What banded classes have been implemented so far?



- Law Enforcement
- Information Technology
- Paralegal
- Research
- Social Research

Current Projects



- December 1, 2007 Implementation
 - Office Support
 - Skilled Trades
 - Institutional Services
- Development of new banded classes for other job families

Future Projects



- All other job families by May 2008
- All projects will involve supervisor and employee communication and training

Career-Banding Advisory Committee



Patricia Thompson - ITSD

Karel Dutton – Public Service and Continuing
Studies

David Weber – Communication Studies

Frankie Raymer - Physical Plant

Diane Levy – Sociology and Criminal Justice

Kris Walters – School of Nursing

Questions?



Thank you!

