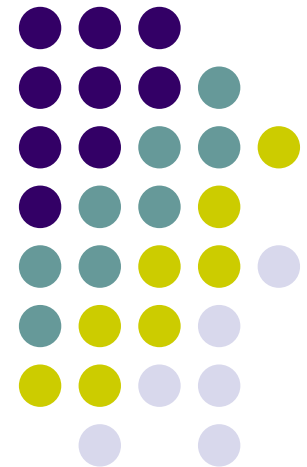


# Career Banding Overview and Update

**Office of Human Resources  
Dr. Vicki Bradley  
February, 2006**



# Agenda



- I. What is Career Banding?
- II. Compensation System Comparison
- III. Implementation Philosophy
- IV. Integrating all Aspects of a Competency-based System
- V. Statewide Implementation
- VI. Career Banding Implementation Process
- VII. Implementation Outlook at UNC-Chapel Hill
- VIII. Current Activities at UNC-Chapel Hill



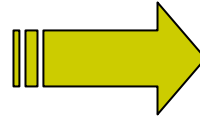
# What is Career-Banding?

- A compensation plan designed to place employees into banded classes where career paths are identified and career development is the emphasis.
- Collapses current classes based on:
  - the general nature of the work,
  - similar jobs in the labor market,
  - the type of training and experience needed, and
  - the competencies needed to perform the job.
- Driven by competencies needed for a position and possessed by an employee.

# Compensation System Comparison



## State Pay Plan



## Career Banding

- Job based
- Narrowly defined classes
- Many class levels
- Emphasis on classification relationships
- Entitlement expectation to be at grade max
- Time in position determines salary

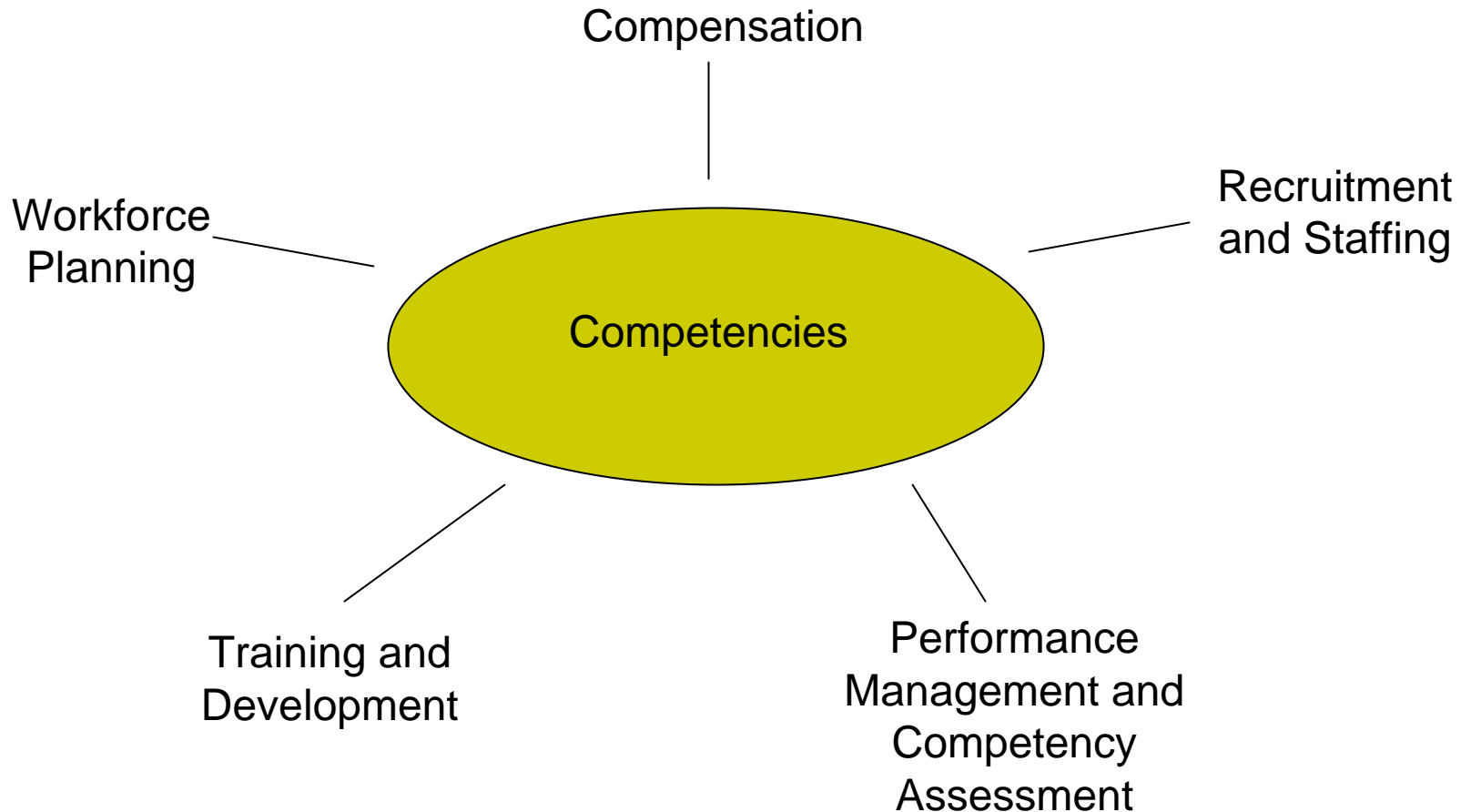
- Person Based
- Broadly defined classes
- Few class levels
- Emphasis on competency attainment
- Emphasis on aligning employees' salary with market averages
- Manager responsible for competency assessment and salary decisions

# Career Banding Implementation Philosophy



- Cost neutral on implementation.
- Funded incrementally through the redistribution of promotion, reallocation, in-range and other increases.

# Integrating all Aspects of a Competency-based System



# Statewide Implementation Ten Job Families



- Administrative and Managerial (includes OSSOG)
- **Information Technology**
- **Law Enforcement & Public Safety** (Certified Officers)
- Information and Education
- Human Services
- Medical and Health
- Institutional Services
- Operations and Skilled Trades
- Engineering and Architecture
- **Natural Resources and Scientific**

# Career Banding Implementation Process



- OSP Transition team established
  - \* Crosswalk
  - \* Competencies
  - \* Market Analysis
- Approval by OSP Career Banding Group
- Approval by State Personnel Commission
- OSP notifies agencies that they may begin implementation
  - \* OSP provides training on branch-specific information
- UNC-Chapel Hill conducts implementation
  - \* UNC-Chapel Hill Project Team
- OSP grants Delegation of Authority

# Career-banding Implementation Outlook

UNC-Chapel Hill



Complete	Public Safety Information Technology
Next (1-2 years)	Research Social Research Institutional Services Office Support Trades Human Resources
Future	All job classes

# Current Activities by UNC-Chapel Hill



- Beginning Research Career Banding implementation
  - Establishing a campus Research Career Banding Project Team
  - Beginning pre-implementation activities
    - Abolishing old vacant positions
- Participating on cross-agency transition team for Social Research
- Participating in focus groups for other Branches