

Career-Banding Quarterly Update
Joint Legislative Commission on Governmental Operations
December 11/12 2007

The Office of State Personnel resumed implementation of career-banding in August 2007 following action by the General Assembly in July 2007. This career-banding continuation has been in accordance with parameters established by the legislation in Section 28.18B of Session Law 2007-323.

Resumption of the career-banding initiative includes training, development of new banded classifications in the critical occupational groups, and university implementation of previously approved banded classes. Training includes the introductory course to Career-banding, which was offered to agency and university HR staff in August, September and in November. Meetings have been held with CB Coordinators from agencies and universities for review of class concepts. Transition teams have been established and are developing banded classifications for statewide critical occupational areas. Additional classifications are also being developed for banding in the university system.

Statistical data has been and continues to be compiled regarding career-banding that has occurred thus far. Agencies and universities have completed a self-assessment of their career-banding program. The Office of State Personnel is reviewing the self-assessments along with statistical data for each agency and university.

Prior to July 1, 2007 there were approximately 15,800 employees in banded classes. The additional critical occupation groups will add approximately 11,200 to the banded classes.

The Office of State Personnel is submitting to the December 13 meeting of the State Personnel Commission, the following career-banded classes for their review and approval:

- Career-banded classes of Dentist, Dental Assistant, Dental Hygienist, Dental Technician, Physician Assistant, Nutrition Assistant, and Nutrition Specialist. Approximately 160 University positions, effective February 1, 2008.
- Career-banded classes of Environment, Health and Safety Technician; Environment, Health and Safety Professional; Environment, Health and Safety Program Manager/Consultant. Approximately 120 University positions, effective February 1, 2008.
- Career-banded classes of University Library Technician, University Library Specialist, and University Librarian. Approximately 475 University positions, effective February 1, 2008. More work will need to be conducted in the Agencies before these classes can be implemented.

- Career-banded classes of Licensed Practical Nurse, Professional Nurse, Nurse Consultant, Nurse Practitioner, Nurse Supervisor, Nurse Director. Approximately 425 University positions, effective February 1, 2008. Agency effective date of May 1, 2008.
- Career-banded classes of Public Communications Specialist, Visual Arts Specialist. Approximately 305 University positions, effective February 1, 2008.
- Career-banded class of Student Services Specialist. Approximately 500 University positions, effective February 1, 2008.

The Statewide Engineering and Fiscal Transition Teams (work groups) are in the process of conducting focus groups across the state. We anticipate these banded classes along with the University Broadcast branch classes being presented to the February 2008 meeting of the State Personnel Commission.