

HOW THIS SYSTEM IS DIFFERENT

- * Compensates employees based on competencies and skills.
- * Rewards career development as it occurs.
- * Provides employees additional opportunities to increase pay — other than assuming a supervisory role.
- * Provides managers tools to be more responsive to labor market changes.
- * Eliminates restrictive salary rules and promotes appropriate pay based on the employee's contribution and market data.
- * Sets pay to a market rate instead of a salary grade maximum.
- * Gives managers more flexibility and holds them accountable for pay decisions and spending.

NORTH CAROLINA COMPENSATION PHILOSOPHY

Competitive pay for employees will reinforce high standards of work and positively impact the state's ability to:

- * Recruit, retain and develop a qualified, motivated and diverse workforce.
- * Promote successful work behaviors.
- * Emphasize employee competencies and reward demonstrated skills and abilities on the job.

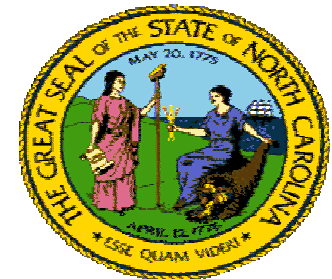


Success Through Service

QUESTIONS? PLEASE CALL YOUR AGENCY OR UNIVERSITY HUMAN RESOURCES OFFICE. OR, YOU MAY CALL THE OFFICE OF STATE PERSONNEL AT (919) 733-3182. YOU MAY ALSO VISIT THE OSP WEBSITE AT WWW.OSP.STATE.NC.US.

CAREER - BANDING IN NORTH CAROLINA STATE GOVERNMENT

OUR NEW SYSTEM
for
**Classification
Career Development
and
Compensation**



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HIGHLIGHTS OF THE NEW SYSTEM

The Office of State Personnel is currently implementing a new competency-based human resources system that encourages the career development of North Carolina State Government employees. Highlights include:

- * Identifies employees' competencies - knowledge, skills, abilities and work behaviors - needed to successfully perform a job.
- * Bases employees' pay on their level of contribution and relevant labor market information.
- * Allows employees to move within their pay range based on achieving new competencies and using them on the job.
- * Provides a way for managers and employees to create development plans that will enhance the employees' careers.
- * Encourages employees to develop skills necessary for the organization to succeed.
- * Sets pay ranges for job families based on the average pay for occupations.
- * Delegates compensation decisions to managers and holds them accountable.
- * Reduces the number of job titles and simplifies the administrative process.

CAREER-BANDING DEFINED

Career-banding is a system in which similar kinds of work are identified and organized into broad classes of jobs. Wider pay ranges and career paths are based on these broader classes. Pay movement is based on the development of competencies - knowledge, skills, abilities and behaviors - needed to perform the work.

Career development opportunities will be planned to increase competencies identified for jobs within the Job Family.

For example: Office Assistant III will be within the new, broader classification of Administrative Support Associate. This banded class is grouped into a Job Family - Administrative and Managerial. Pay for work is based on the average pay for jobs within this occupation or Job Family.

JOB FAMILIES

- * Administrative and Managerial
- * Information and Technology
- * Law Enforcement and Public Safety
- * Human Services
- * Information and Education
- * Medical and Health
- * Institutional Services
- * Operations and Skilled Trades
- * Engineering and Architecture
- * Natural Resources and Scientific

CAREER-BANDING IMPLEMENTATION PROJECT

The development of the first five job families began in January, 2004. The implementation of all ten job families should be completed within three to five years. Each Agency/University will have a specific implementation plan with different timeframes.

As each job family is implemented employees will be placed into a banded class and assigned to a job family.

Typically, employees will move into the Career-Banded system with no change in pay. Managers will manage employee pay to the established market rate based on budget resources, demonstrated competencies and business needs.

For more information about the Career-Banding project visit the OSP website at:

www.osp.state.nc.us

CAREER-BANDING