

## HOW THIS SYSTEM IS DIFFERENT

- \* Rewards employees based on changing skills and job duties
- \* Allows managers to reward employee career development as it occurs
- \* Promotes teamwork and professionalism
- \* More responsive to labor market data
- \* Relieves employees from pressure to assume supervisory jobs just for pay raises



*Success Through Service*

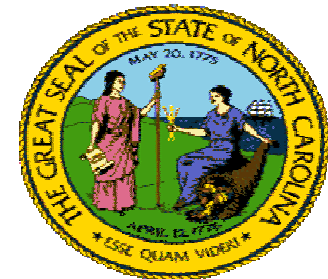
## NORTH CAROLINA COMPENSATION PHILOSOPHY

The new system emphasizes North Carolina's compensation philosophy of:

- \* *Compensating its employees at a level that promotes successful work behavior,*
- \* *Emphasizes demonstrated competencies that are linked to organization goals,*
- \* *Reinforces high standards of performance, and*
- \* **Maintains the labor market competitiveness necessary to recruit, retain, and develop a competent and diverse workforce.**

**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](http://WWW.OSP.STATE.NC.US).**

# CAREER - BANDING IN NORTH CAROLINA STATE GOVERNMENT *OUR NEW COMPENSATION SYSTEM*



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## **NEW COMPENSATION SYSTEM**

The Office of State Personnel is implementing a new system that encourages the career-development of North Carolina State Government employees! Highlights of this new system are:

- \* Identifies skills and competencies required and initiates the development of skills and competencies that enhance employees' careers.
- \* Reduces the number of job titles and broadly defines classes of work.
- \* Sets pay ranges for classes based on the average pay for the occupations.
- \* Allows employees to move within their pay range based on achieving new job skills and duties.
- \* Allows managers and employees to determine career development plans, and holds them accountable for making appropriate pay decisions.
- \* Simplifies the process for changing employee pay so that it is easy to understand and use and provides quicker turn-around time.

## **CAREER - BANDING DEFINED**

Career-banding is a system to identify work and then organize similar work into broad classes of jobs.

For example:

Maintenance Mechanic I-V could be a new classification of Maintenance Mechanic. These classes of jobs are grouped into occupational categories or Job Families. Pay for work is based on the average pay for jobs within that occupation.

## **JOB FAMILIES**

- \* Administrative and Managerial
- \* Information and Technology
- \* Law Enforcement and Public Safety
- \* Human Services
- \* Information and Education
- \* Medical and Health
- \* Institutional Services

## **JOB FAMILIES (CONT'S)**

- \* Operations and Skilled Trades
- \* Engineering and Architecture
- \* Natural Resources and Scientific

## **CAREER - BANDING PROJECT**

The implementation of all the job families should be completed within three to five years. The development of the first five job families started in January, 2004. Typically, employees will move into the Career-banded system with no change in pay.

# **CAREER-BANDING**