

## **PAY PLAN PROJECT TIMELINE**

### **Phase I: September 2014 to October 2015 – Pay Plan Development**

Consultant PricewaterhouseCoopers, in collaboration with project steering and advisory committees:

- Planning and data collection
- Job consolidation and description review analysis
- Compensation benchmarking and salary grade development
- Delivery of consultant recommendation for System-wide Pay Plan titles and pay structures (October 2015)

### **Phase II: October 2015 to April 2016 – Pay Plan Finalization and Implementation Planning**

System Member HR offices and multiple project committees, in collaboration with System-level project leadership:

- Review of PwC deliverable and feedback
- Job mapping and implementation analysis
- Preliminary cost estimate calculations
- Detailed feedback to Pay Plan Administrator for finalization of job titles, pay structures and pay grades
- Coordination with budget officers, BPP technical contacts and others
- Communications to management and stakeholder groups

### **Phase III: May 2016 to December 2016 – Testing, Communications and Implementation**

- List of titles finalized and loaded for testing
- Title codes and relevant attributes for each title finalized, including titles not part of the Pay Plan
- Mapping files maintained by each System Member as staffing changes occur
- Maintenance and oversight transitioned to Pay Plan Administrator and Pay Plan Administration Committee
- Ongoing discussions with Workday staff to coordinate decisions
- Coordination with PeopleAdmin software vendor in preparation for GreatJobs online system changes to accommodate new titles
- Proposed titles for each position communicated to unit heads and budget contacts
- BPP programming changes completed and tested
- Additional information added to websites as employee communications commence
- Process finalized for transition period with GreatJobs vacancy postings and other position actions
- December 1 implementation of new title codes (all titles and positions), title descriptions and pay structures (for only those titles that are part of the System-wide Pay Plan)