

IT Professional Deconsolidation

System Maintenance Study

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Agenda

- Study Background and Purpose
- Study Process
- Study Recommendations
- IT Professional Classification Levels
- Next Steps
- Questions



Study Background and Purpose

Background

- A system maintenance study is a structured review of part or all of the State's job evaluation system
- The IT Professional Deconsolidation is in response to recommendations from the annual compensation study (conducted by Gallagher, third-party compensation consultant)

Purpose

- Currently, the IT Professional class series categorizes IT positions into one of four broad classes with broad pay ranges: IT Technician, IT Professional, IT Supervisor, IT Manager
- This study creates multiple individual class series for specific IT professions and improves the precision of market comparisons



Study Process

- Conducted by a Study Team of 13 Members with representation from DPA, OIT, UNC, SOS, Education, Law, CSU Pueblo, Adams State Univ., Public Safety, DMVA, DNR
- Compiled historical information, collected representative position descriptions, and created job capsules for specific IT professions
- Department HR Offices partnered with their IT Leadership to obtain feedback on the job capsules and review how classified IT positions fit into the proposed deconsolidated classes
- Class descriptions created
- Pay grade recommendations based on market data received from Gallagher



Study Recommendations

- Deconsolidate IT Professional into the following classes series:
 - Cyber Security
 - Database Services
 - Geographic Information Systems (GIS)
 - Identity & Access Management
 - Information Technology*
 - IT Business Analyst
 - IT Developer
 - IT Engineer
 - IT Project Management
 - IT Support Services
 - Network Services
 - Software Quality Assurance
 - Systems Administration
 - Webmaster
- Replace the broad pay ranges with narrower ranges (consistent with other occ groups)
- Utilize market data from Gallagher to determine pay grades



**Only for positions with broad IT responsibility (e.g. managers/directors over multiple IT functions, smaller IT departments where positions are responsible for many different IT functions)*

IT Professional Classification Levels

Current Class	Former Class	Decision Making	Complexity	Line/Staff Authority	Class Concept
IT Technician (1,2,1)	IT Tech. I	1-Defined	1-Prescribed	1-Individual Contributor	Entry Level Technician
	IT Tech. II	1-Defined	2-Patterned	1-Individual Contributor	Fully Oper. Tech. or Entry Professional
IT Professional (3,3,1)	IT Prof. I	2-Operational	2-Patterned	1-Individual Contributor	Intermediate Level Professional
	IT Prof. II	3-Process	3-Formulative	1-Individual Contributor	Fully Operational Professional
	IT Prof. III	3-Process	3-Formulative	2-Work Leader or Staff Authority	Work/Project Leader or Staff Authority
IT Supervisor (4,4,3)	IT Prof. IV	3-Process	3-Formulative	3-Unit Supv. or Senior Authority	Supervisor or Senior Authority
	IT Prof. V	4-Interpretive	4-Strategic	3-Unit Supervisor	First-Level Program Supervisor
IT Manager (5,4,4)	IT Prof. VI	5-Programmatic	4-Strategic	4-Second Level Supervisor	Second-Level Program Supervisor
	IT Prof. VII	5-Programmatic	4-Strategic	5-Third Level Supervisor/Mgr	Third-Level Program Supervisor

Recommended levels to create for each new class series:

IT Support Services Class Series

Information Technology Class Series

All Other Class Series



Next Steps

Task	Date
Close meet and confer comment period	12/06/19
Review/incorporate feedback	12/13/19
Publish final job evaluation letter (JEL)	12/16/19
Include increased costs in annual compensation report*	Sept. 2020
DHR works with agencies to complete class placements	Spring 2021
Implementation date	07/01/21

*An employee's current salary remains the same when a class is moved to the new grade, except (effective 7/1/21):

- 1) If salary is lower than new pay range minimum, salary will be raised to the new pay range minimum
- 2) If salary is greater than the new pay range maximum, employee continues to receive current salary for up to 3 years (saved pay)



THANK YOU & QUESTIONS

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