Classification System Brief
Department Heads
September 25, 2017

Where we are
- UCPEA contract was ratified by membership and approved by the Legislature on July 31, 2017
- HR must immediately move forward with the classification system development and implementation plan
- University has agreed to the following in a classification system:
  - Fewer pay bands
  - Two broad categories of work
    - Individual Contributors
    - Managers
  - Modernized job descriptions, series and families
  - Rational pay bands, with market drive influences

Strategy Overview
Contractual Timeline:
- January 2, 2018, Classification System adoption
- July 1, 2018, Strategy for employee transition into new classification system

ACTION
Step 1: Community Engagement/Socializing the Initiative
Step 2: Job Analysis/Job Description Development
Step 3: Job/Classifications Leveling
Step 4: Market Pricing and Pay Structure Development
Step 5: Individual Assignments

Next Immediate Step
Job Description Questionnaire Distribution
- October 6, 2017 – target distribution date to UCPEA staff
- Staff will have approximately 3 weeks to forward completed questionnaires to director supervisors for review and validation

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