

State of Ohio Information Technology Classification Project

“What is Going On?”



Ohio**DAS**

The Joint Committee

Management

John Audet – DAS-HRD

John Albrecht – EPA (Retired)

Jeff Clouse – DPS

Katrina Flory – DAS-OIT

John Wanchick – JFS

Spencer Wood – DOT

Ashley Hughes – DAS-OCB

Jessica Schuster – DAS-HRD

Sam Orth – DAS-OIT

Labor

Bruce Wyngaard - OCSEA

John Anthony – TAX

Tim Huntsman – IC

Kenny Keirns – DAS

Lawrence McKissic - BWC

Gregg Miller - DNR

Ed Nagel – JFS

Sandi Friel – OCSEA

Anissia Goodwin – OCSEA

Why?

- It has been 20 years in a rapidly advancing field since IT classifications were reviewed
- There are current IT classifications that are obsolete
- Need for emphasis on career paths
- Consultant work which may better be performed by the State workforce
- Improve workforce utilization
- Need to retain and attract the best talent

Intent

The intent is to replace the current IT portion of the class plan with one that:

- Accurately describes the work performed now and into the future for the State of Ohio;
- is based on current and familiar knowledge, skill, and ability statements relevant to IT professions;
- replaces classifications written with the specificity of a position description with new broad descriptions; and
- is written with the understanding that technologies are constantly evolving, therefore, are platform, hardware, software, and system agnostic.

Rationale

The consequence of doing nothing will result in:

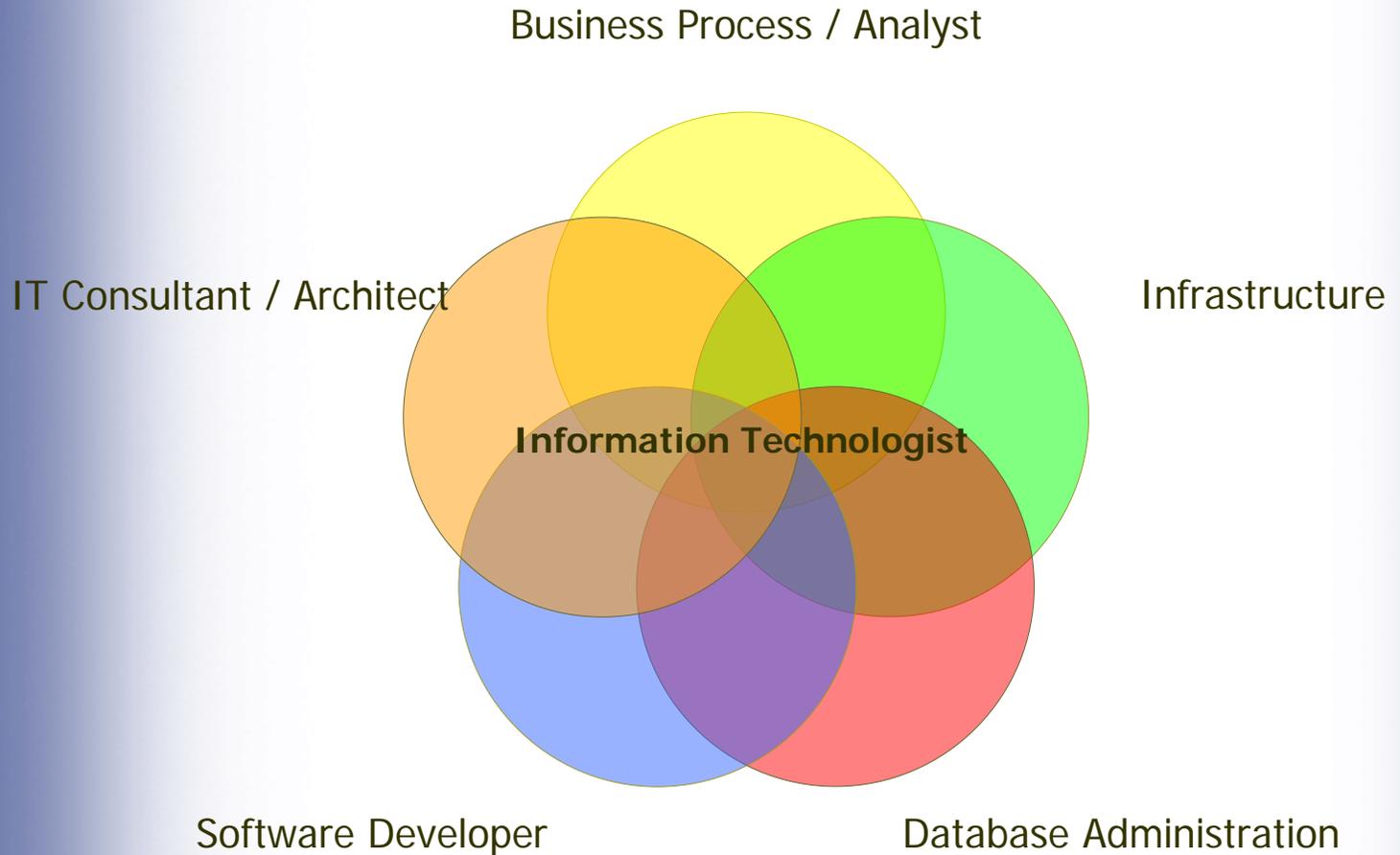
- more difficulties attracting and retaining employees in a high-growth industry
- the state not having a qualified workforce to meet its business needs
- contractors becoming a preferred option with higher costs associated to providing services
- fewer career choices and less job security for current employees

Communication and Feedback

- Benchmarked
 - State of Washington
 - State of Michigan
 - City of Columbus
 - Ohio Department of Education
- Subject Matter Experts
- Focus Group Session
- HR Administrators
- CIOs
- On-line
- Arbitrator
- Gartner
- OCSEA Joint Committee (multi agency group)

<u>Agency</u>	<u>Joint Committee</u>	<u>Subject Matter Experts</u>	<u>Focus Group</u>	<u>Webpage Feedback</u>	<u>HR Feedback</u>
Aging	-	-	2	-	-
Budget and Management	-	-	1	-	-
Commerce	-	-	1	X	-
DAS, Human Resources Division	2	-	-	-	X
DAS, Office of Collective Bargaining	1	-	-	-	-
DAS, Office of Information Technology	2	4	10	-	-
Development	-	-	-	-	X
Education	-	1	2	X	-
Environmental Protection Agency	1	5	2	X	-
Health	-	-	5	-	X
Industrial Commission	1	2	1	-	-
Job and Family Services	2	9	16	X	X
Lottery Commission	-	-	4	-	-
Mental Health	-	-	2	-	X
MRDD	-	-	4	X	X
Natural Resources	1	1	-	-	-
OCSEA	4	-	-	X	-
Public Safety	1	2	11	-	X
PUCO	-	-	-	-	X
Rehabilitation and Corrections	-	-	-	X	-
Rehabilitation Services Commission	-	-	3	X	-
Taxation	1	2	2	X	-
Transportation	1	3	7	-	-
Worker's Compensation	1	2	2	-	-
Youth Services	-	-	1	-	-

Where we are today...



Compensation

<u>Job Code</u>	<u>Job Title</u>	<u>Pay Grade</u>
69921	Information Technologist 1	30
69922	Information Technologist 2	32
69923	Information Technologist 3	33
69931	Infrastructure Specialist 1	33
69932	Infrastructure Specialist 2	34
69933	Infrastructure Specialist 3	35
69934	Infrastructure Specialist 4	36
69941	Software Development Specialist 1	33
69942	Software Development Specialist 2	34
69943	Software Development Specialist 3	35
69944	Software Development Specialist 4	36
69951	Database Administration Specialist 1	33
69952	Database Administration Specialist 2	35
69953	Database Administration Specialist 3	36
69961	Business Process Analyst 1	33
69962	Business Process Analyst 2	35
69963	Business Process Analyst 3	36
69971	IT Architect / Consultant 1	36

New OCSEA Contract Terms

Article 8.05 - Joint IT Committee

- Reconfigured make-up and revised purpose
 - Review practices and develop education and training initiatives
 - Develop skills and talents for new career opportunities
 - Address workforce planning issues (i.e., skill shortages and competencies needed for the state)
 - Jointly address high performance work initiatives
 - Continue to update IT classification series
 - Promote improved communications between employees and management including establishment of labor-management IT committees

- Added subcommittee: Joint IT Personal Services Contracting Committee

New OCSEA Contract Terms

Article 36.05 (B)– IT Transition Process

- Transition will be phased in by Agency
- Joint statewide committee to oversee and assist agencies; providing toolkit
- Agency will create joint committee to guide transition and report allocation to oversight committee
- Employees will be allocated based on current job duties

New OCSEA Contract Terms

Article 36.05 (B)– IT Transition Process Cont.

- Transition intended to be cost neutral
- Specific procedures are outlined *IF* compensation is affected
- New dispute resolution procedures
 - To address disagreements regarding new classification assignments
- No working out of class grievances can be filed during transition; before or after follow Article 19

***New* OCSEA Contract Terms**

Article 43.04 – Mid Term Changes Pertaining to IT Reclassification Implementation

- Outlines the process to include outstanding items into the new contract

Article 18 – Layoff and Recall Rights

- Provides an IT classification specific process

Position Descriptions

- New employee review process and PD form specific to IT classifications

What's next?

Transition will take place by Agency

- Phased based on Agency needs
- Agencies that have not transitioned to new classifications will follow the general contract terms in existence for all employees cover by the agreement

What's Next continued 2...

IT Transition Process to New Classifications

- New joint State OCSEA transition committee (Union – Management) will have oversight of transition to new series
- Transition committee is developing a toolkit to facilitate transitions
- Each agency shall establish a joint labor – management transition committee to guide transition.
- Transition to new classifications will be based on duties
- Specific procedures outline assignment to higher and lower pay ranges

What's Next continued 3...

Phase 3 – Project Implementation

- Joint understanding implementation to be cost neutral or as close as possible
- First Agencies - ODJFS and ODOT anticipate June/July 2009
- Lessons learned from ODJFS and ODOT – review/edit toolkit, augment support and oversight based on lessons learned
- Other Agency implementations based on Agency needs – anticipated time frame is Fall /Winter 2009
- As Agencies transition to new series, old classifications will no longer be available to them including using them for WOC grievances

What We Need from Agency Senior Leadership, Managers and Supervisors ?

- ✓ Positive outlook
- ✓ Support for the change
- ✓ Commitment to communicate with IT staff
- ✓ Optimal time to transition

What We Need from Agency IT Staff

- ✓ Commitment to understand the need to change
- ✓ Positive outlook for the future

**To review contract changes, request
agency transition or for more
information visit or call...**

OCB:

<http://das.ohio.gov/ocb/ctraining.html>

614.466.3619

DAS:

www.das.ohio.gov/hrd/itclass.html

614.466.0738

OCSEA:

www.ocsea.org/infotech

1.800.969.4702 ext 4713