

## Frequently Asked Questions: IT Classification Project

### What is changing?

Current IT classifications will be updated to better reflect modern IT job functions. As a result, employees will have more appropriate job titles and career paths supporting professional growth and possible advanced technical levels, in addition to management tracks. Applicants can better identify with job postings and descriptions. There are 12 new classes that do not have any employees mapped to: all levels of Information Management and Architect, and a new level in five other families. These new classes must be announced in NEOGOV before filling.

### When will this be taking effect?

DHR is planning to implement this project in conjunction with the rollout of NEOGOV in December of 2018.

### Will I need to reapply for my current position?

No. Employees do not have to reapply for their job or serve an additional probationary period (if they are already a permanent employee) as a result of this project. All employees will be laterally transferred to their mapped position – same pay grade, same pay.

### Will my salary change?

No. There will be no changes to employee compensation. This is strictly a classification project.

### How can I cross reference my new classification?

Employees may refer to the [IT Job Families Crosswalk](#), available on the DHR website at [www.dhr.idaho.gov](http://www.dhr.idaho.gov), to cross reference their new classification. All current IT classes will be replaced with the new framework of nine families and 40 classes (28 of which employees will be reclassified to). The new structure includes the following families:

- Operations & Support
- Software Engineer
- Geographic Information System (GIS)
- Information Management
- Database Administration
- Infrastructure Engineer
- Information Security Engineer
- Architect
- Manager

Information Management and Architect families do not have any current classifications crosswalked to them. All current job classes are mapped to one job family and one level, except for Systems Integration Associate, Analysts, and Seniors. Agency IT/HR leadership have three job families to map the positions to based on current duties and responsibilities: Operations & Support, Software or Infrastructure Engineer. All transfers will be lateral, there will not be any changes to pay grades as a result of this project.

[Email Idaho Division of Human Resources](#) or call 208-334-2263 with additional questions.