

## **Administrative, Professional and Technical Broadband Classification System**

### **Frequently Asked Questions #1**

Please note that following questions may have been consolidated and/or edited for conciseness.

1. What is the Administrative, Professional and Technical Broadband Classification System?

The Administrative, Professional and Technical (APT) Broadband Classification System is a new classification and compensation approach for the University's APT personnel which departs from the traditional position classification and pricing. The new approach will provide a simplified method of classification and a compensation program that enables the University to recognize professional growth and/or exceptional performance with monetary rewards.

2. Who is included in the APT Broadband Classification System?

All APT positions with the exception of positions classified as UH Information Technology Specialists, who are included in a unique University Demonstration Project, and coaches.

3. What are the guiding principles of the new system?

While further details are forthcoming, the following is a quick listing to provide a "flavor" of the new system enhancements:

- Simplified classification
- Promotion of employee development
- Flexible & responsive
- Separation of job evaluation from compensation
- Designed to attract & retain quality personnel
- Delegated decision making

4. When will more information be available?

Additional information will soon be available in a variety of media. In the meantime, interested parties may visit the APT Broadband Classification System URL at:

<http://www.hawaii.edu/ohr/projects/projects.html>

