



9976 Expert Tech I / 9978 Expert Tech II Compensation

July 2018





Compensation Structure

Upon creation, classifications 9976 and 9978 were linked to other Local 21 and MEA classifications for internal equity purposes and to ensure that initial placement within the salary structures is consistent with other allocated positions. However, compensation adjustments post-appointment were left open to maintain flexibility for these contracted positions.

- **9976 Tech Expert I (Local 21)**
 - Experts with analytical, interpretive and technical skills
- **9978 Tech Expert II (MEA)**
 - Experts focused on setting policy, planning, organizing, directing and controlling resources and program delivery



Compensation Approval Authority

Expert Classification	Position Allocation	Department / Client Services	Department / Client Services
9976 Tech. Expert I	1043 IS Eng. – Sr.	Steps 1 – 10	N / A
	1044 IS Eng. – Princ.	Steps 1 – 10	Steps 11, 12 and 13
	1053 IS Bus. Anal. – Sr.	Steps 1 – 10	N / A
	1054 IS Bus. Anal. – Princ.	Steps 1 – 10	Steps 11, 12 and 13
	1063 IS Prog. Anal. – Sr.	Steps 1 – 10	N / A
	1064 IS Prog. Anal. – Princ.	Steps 1 – 10	Steps 11, 12 and 13

- **General Wage Increases** – Absent an alternative arrangement, the same general wage increases should be provided as under the Local 21 MOU.
- **Step Increases** – Absent an alternative arrangement, employees should advance one step every six months through step 10; steps 11, 12 and 13 are solely at the discretion of the Appointing Officer.
- **Post-Appointment Adjustments** – Accelerated advancement up to step 13 may be made at any time at the discretion of the Appointing Officer.



Compensation Approval Authority

Expert Classification	Position Allocation	Department / Client Services	Classification and Compensation
9978 Tech. Expert II	0931 Mgr. III	Range A	Ranges B & C
	0932 Mgr. IV	Range A	Ranges B & C
	0933 Mgr. V	Range A	Ranges B & C
	0941 Mgr. VI	Range A	Ranges B & C
	0942 Mgr. VII	Range A	Ranges B & C
	0943 Mgr. VIII	Range A	Ranges B & C

- **General Wage Increases** – Absent an alternative arrangement, the same general wage increases should be provided as under the MEA Misc. MOU.
- **Annual 5% Increases** – Absent an alternative arrangement, the annual 5% increases up to the top of Range A should be provided as under the MEA Misc. MOU.
- **Post-Appointment Adjustments** – May be made at any time within Range A at the discretion of the Appointing Officer. Appointments in Ranges B & C may be made at any time with the approval of DHR’s Classification and Compensation Division.