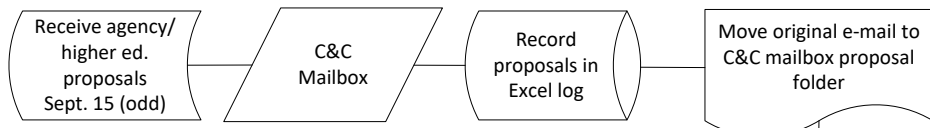
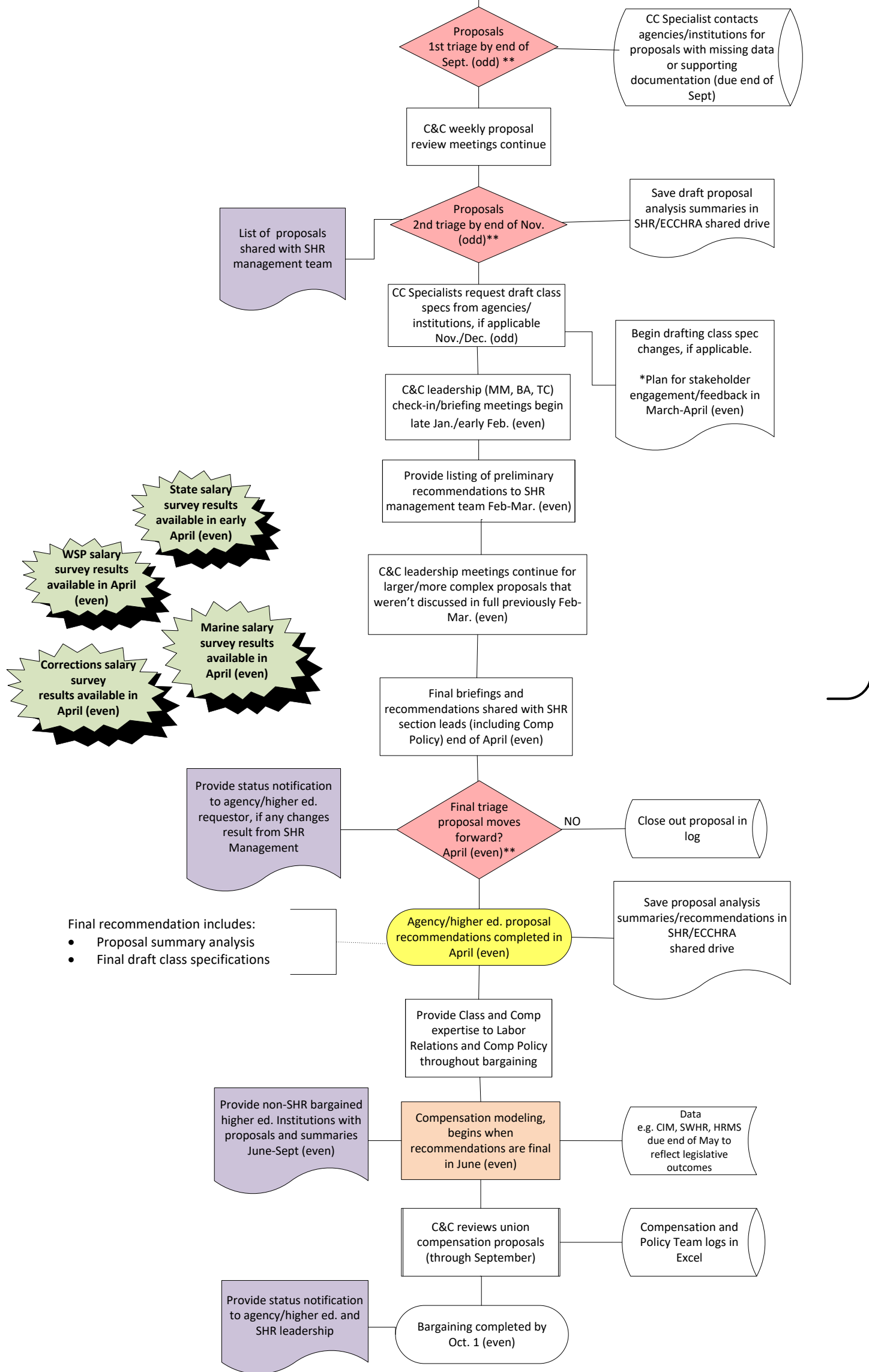


Internal SHR Classification & Compensation Biennial Proposal Analysis Process



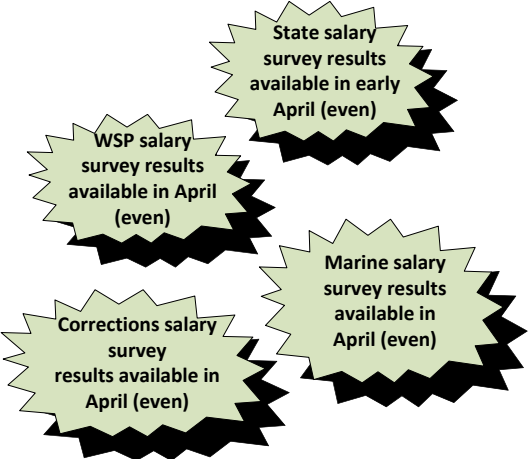
- Pre-Work**
- December (even):**
- Develop statewide communication plan for stakeholder engagement in preparation for C&C proposal process
 - Begin internal review of forms, templates and resources (internal/external) to include community input/feedback
- January (odd):**
- SHR "kick-off" to community for next round of proposals: provide high-level process for all internal agency/institution stakeholder groups (e.g., Deputy directors, HR managers, C&C community)
 - Establish focus groups to update forms, templates and resources
- February/March (odd):**
- Finalize roundtable materials and updates to forms, templates and resource documents
- April/May (odd):**
- C&C hosts roundtables/training on C&C proposal process
- April-September (odd):**
- C&C staff conduct ongoing outreach and provide support to HR community as they are developing proposals

NOTE: The final recommendations as outlined in this process flow do not indicate OFM approval. All targeted increases are subject to collective bargaining, financial feasibility, and legislative approval.



Proposal Analysis

- Final recommendation includes:
- Proposal summary analysis
 - Final draft class specifications



Note: "odd" and "even" refer to the year in which a given task is scheduled to occur.