

## FINAL RECOMMENDATION

### Recommendation of the Action Plan Team: Staff Development

#### Statement of Issue #3-35: R-122 (Revised)

Summary: R-122 – Investigate applicability of innovative salary range methods (banding, etc.).

Recommendation: USFA Senior Staff should review and consider the feasibility of the established USFA Pay Banding Team.

Background: Employees in USFA fall within the rules of the Office of Personnel Management when it comes to the establishment of grade levels and pay grades for specific positions based on the position classification standards. Managers do not have any flexibility for determining the pay level beyond this grade level. However, they can restructure the position description as the work assignment changes. This can result in an upward or downward adjustment of grade level within the position. Each position may have certain promotion potential when entry takes place at a lower level. Beyond that, incremental increases in pay (within grades) are based on time in grade and satisfactory work performance.

Conclusion: This requirement is being investigated within USFA. While USFA does not have the authority to change personnel regulations, it may be possible for USFA to serve as a test site for methods of innovative salary ranges such as pay banding.

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APPROVE/Date

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DISAPPROVE/Date