

**Q: What has happened since the study began in July?**

A: The planning phase began with identifying the team members, establishing the criteria for classifications to be included and the evaluation methods for the classifications. Those classifications meeting the criteria were identified, and the study was divided into work packages which were then prioritized.

DAS Classification and Compensation staff drafted a set of new classification specs for the first work package, which focuses on nursing and nurse management positions. At this point, agencies with nursing positions are reviewing the new nursing specifications and making changes.

**Q: What is the study sequence and how was it established?**

A: The packages will be worked in the following order: Nursing, Behavioral Health, Pharmacy and Physicians, Other Healthcare industry hard-to-fill classes, Laboratory, Dentistry, Imaging, PT/OT/ and Speech Therapy and Respiratory Therapy.

We established the study order based upon agencies' recruiting experiences, their work priorities and their upcoming business needs. Generally the agencies agreed on the priorities and study order. Where there were differences, we used workforce recruiting and retention statistics to indicate where we should focus our attention.

**Q: How will the classifications in the study change? Will we have the same number of classifications and the same titles?**

A: You can see from the first set of draft specifications that we may combine two or more specifications into one, or draft a specification to break out work that has been in other classifications. We may eliminate some specifications that are no longer used. We anticipate we will have fewer class specs at the end of the study.

**Q: When will the nursing package be finished?**

A: The schedule is available on the website and is up to date.

**Q: Will you finish one package before beginning another work package?**

A: Our goal is to reduce the study's length however we can. It is likely that we will draft other work packages during time periods when we are waiting for groups to finish their reviews.

**Q: When will you start looking at salaries?**

A: For work package 1, that work is scheduled to start in January, but could begin earlier depending on available time. Final salary information will be made available after all allocations are made.

**Q: How are you going to analyze salaries?**

A: When we are finished with new class specs we will have an accurate assessment of the work. We will then be ready to analyze it internally as well as externally with the labor market. We will also use the Hay System to evaluate the job and establish its relative internal ranking.

The maximum step will be compared with the established set of comparators including published surveys, the states of California, Idaho, Nevada and Washington.

**Q: When is the next FAQ coming out, and how do I find out more information?**

A: The plan is to publish FAQs quarterly. You can ask members of the team for further information, or check the website.