

## TOMP Implementation Timeline

| 2021   |     |       |       |     |      |      |        |      |     |     |     | 2022   |     |       |  |     |      |      |  |      |     |  |  |  |  |
|--|-----|-------|-------|-----|------|------|--------|------|-----|-----|-----|--|-----|-------|--|-----|------|------|--|------|-----|--|--|--|--|
| Jan  | Feb | March | April | May | June | July | August | Sept | Oct | Nov | Dec | Jan  | Feb | March | April  | May | June | July | August   | Sept | Oct |  |  |  |  |
| Classification Development - Agency Allocation Refresh - Develop Appeal Process and Forms - Pay Equity |     |       |       |     |      |      |        |      |     |     |     |  |     |       |  |     |      |      |  |      |     |  |  |  |  |
|  |     |       |       |     |      |      |        |      |     |     |     | <b>Window 1*</b><br>26 Job Families<br>2031 Position |     |       | <b>Window 2</b><br>14 Job Families<br>411 Position Allocations |     |      |      | <b>Window 3</b><br>15 Job Families<br>229 Position Allocations |      |     | <b>Window 4</b><br>17 Job Families<br>562 Position Allocations |  |  |  |

**\*Window Workload Summary**

- Agency allocation - final review
- Notify employees of appeal timelines for classification allocation and pay equity salary placement
- Employee appeal window for allocation and pay equity
- Employee Appeal Window for Allocation and Pay Equity
- CHRO reviews and approves/denies appeals
- Workday Implementation
- Future classification specification development (Windows 1-3)