

## **What is Broadbanding?**

Broadbanding is a method of grouping jobs and determining pay that makes compensation administration more flexible and more responsive to the needs of changing organizations. Broadbanding eliminates the present hierarchical grading structure and narrow salary ranges. In broadbanding, jobs with similar responsibilities and skill requirements are grouped in “bands” or job families.

## **What are the benefits of Broadbanding?**

Jobs are defined in broader groups with broad pay ranges, narrow classifications are eliminated, and a simpler process of placing positions in appropriate job or work groups is achieved.

Specifically broadbanding creates the following advantages for UWF:

- Facilitates pay for performance
- Supports dual career ladders, permitting supervisory and subject matter experts (technical experts) to be recognized.
- Facilitates career development by enabling employees to move within the same band while recognizing achievements with pay adjustments
- Employees can receive salary increases when they improve job knowledge, skills and abilities without having to be reclassified.
- Enhances organizational effectiveness by producing flatter organizational structures and reduces the perceived need to create additional levels of classification and/or supervision to justify higher pay.