



## Questions and Answers (Q&A)

### HR Liaison & MLS Live Event, April 30, 2021

The following questions were submitted by attendees during the April 30, 2021 HR Liaison & MLS Live Teams Event with OHR and MCtime. Answers were provided by subject matter experts.

#### **Q: Are there any mandatory classes that the hiring managers and the group involve in interviewing the applicants must take prior to interview?**

There is an Interviewing and Selecting Employees mandatory class for individuals who participate in interviews. More information is available [here](#).

#### **Q: What does service increment mean?**

Service increment refers to the date an employee was hired/rehired and the date an employee will receive the annual service increment increase. Ex. An employee is hired 5/1/2019 the employee will receive a service increment increase effective 5/1/2021 for FY21.

#### **Q: Will more information regarding the move from percentage based GWA to lump GWA be provided? This is a substantial financial change for higher salaried employees.**

An agreement from the union was presented to the Council to give a flat dollar amount increase to the base salary for GWA rather than a percentage increase to employees' base salary. There is no other information available to explain why there was a move from percentage based GWA to a flat dollar amount GWA.

#### **Q: Is there any change to the number of people that would be allowed, for example, in a conference room or training room? Does it still need to be no more than 10 and socially distanced?**

At this time there is no prohibition against indoor business meetings so long as physical distancing (at least 6 feet) and face coverings are used between individuals of different households.