## HECCP Project Timeline

**Here's what we're working on now**

<table>
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<tr>
<th>Task</th>
<th>Due Date</th>
<th>Deliverables</th>
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| Task 1 Study Initiation & Administration | Dec '08  | - Classification structure  
                              - Classification specifications  
                              - Classification guidelines |
| Task 2 Classification Study | May '10  | - Classification structure  
                              - Classification specifications  
                              - Classification guidelines |
| Task 3 Job Evaluation Study | Jun '10  | - Job evaluation instrument  
                              - Benchmark classifications evaluated  
                              - Appeals process  
                              - Job evaluation guidelines |
| Task 4 Compensation Study  | Jul '10  | - Benchmark jobs priced  
                              - Recommended market-based salary structure  
                              - Pay administration guidelines |
| Task 5A Integrated System Recommendation | Nov '10  | - Benchmark jobs priced  
                              - Recommended market-based salary structure  
                              - Pay administration guidelines |
| Task 5B Collective Bargaining, Implementation (July 1?), Communication, Training & Maintenance | Dec '10 | - Benchmark jobs priced  
                              - Recommended market-based salary structure  
                              - Pay administration guidelines |

*Last update 10/4/10*

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### Deliverables:

- Classification structure
- Classification specifications
- Classification guidelines
- Benchmark jobs priced
- Recommended market-based salary structure
- Pay administration guidelines
- Job evaluation instrument
- Benchmark classifications evaluated
- Appeals process
- Job evaluation guidelines