

FTE Enterprise Pool

Frequently Asked Questions

- Q. What are the advantages of a FTE pool?
- A. **The most important advantage is that this will allow core services to share FTE's across the enterprise and give some flexibility in planning for additional add-on projects. There will be no need to add/delete vacant positions and track position history as we have done in the past.**
- Q. What are the disadvantages of a FTE pool?
- A. **We don't really see any disadvantages except that it may be difficult to track vacancies with position numbers not being tied to business centers. We will be tracking FTE allocations, which will track FTEs both filled and vacant.**
- Q. Does a business center permanently lose a position once it goes into the pool?
- A. **No, the business center will not lose the FTE. The FTE will remain in their total business center allocation.**
- Q. When drawing a position from the pool, does the salary grade of the position have to match the original salary grade of that position when it went into the pool?
- A. **The FTE request can be advertised for either an increase or decrease in grade level; however, the business center is still responsible for any budget impact. **Changing a position from union to non-union and visa versa will require union notification.**
- Q. Are there any positions that are exempt from going into the pool upon becoming vacant?
- A. **No positions will be exempt from the pool.**
- Q. On October 1st will all vacant positions be swept into the pool automatically, or will managers have a chance to provide a status update before the positions are moved to the pool?
- A. **Any FTE's that are currently advertised and in active recruitment will not go into the pool. The FTE allocation will remain with the core service.**
- Q. How do I identify the position if I am losing the position number?
- A. **TPM Human Resources will assign a FTE ID number for tracking purposes once a FTE is requested for advertisement.**
- Q. Have other systems (eHR, GovMax, Kronos, etc.) been modified to account for the loss of position numbers? If not, when will these programs be changed, and what do we do in the interim?
- A. **Yes, these systems may be modified if needed. There will be instructions coming soon regarding GovMax and the business planning process for FTEs.**