

## Frequently Asked Questions (FAQs)

Q: What is a "healthcare professional?"

A: A healthcare professional is anyone whose job function is directly related to the total healthcare delivery system of the agency.

Q: When the suspension is over, can actions be approved retroactively?

A: No. After the suspension, actions will be approved during the month they are submitted.

Q: Is there a time limit in the definition of a departing employee?

A: No. A departing employee is anyone who has left the position and/or the agency, regardless of when he/she left.

Q: Will additional compensation currently authorized be suspended?

A: No. If employees are currently receiving additional compensation they will continue to receive such. However, new additional compensation will not be certified.

Q: Will the agency be able to award special compensation increases?

A: Yes, if the special compensation increase is a salary commitment made by the agency to the employee.

Q: The agency has extended and received acceptance of job offers. Can these offers be honored?

A: Yes. Commitments of future employment will be honored.

Q: Can an agency rehire an employee at the salary he/she left?

A: Yes. Rehiring an employee would be comparable to replacement of a departing employee.

Q: Are upward reallocations / reclassifications of vacant positions allowed?

A: No. The language specifically prohibits the increase in salaries of employees OR positions.

Q: Are Educational Benchmarks earned prior to the passage of HB 681 allowed?

A: No. HB 681 prohibits Educational Benchmarks. However, they may be awarded once the restrictions are lifted.

Q: Based on the transfer of funds allowed in HB 681, can money be transferred into "Salaries, Wages, and Fringe Benefits?"

A: Yes. Monies can be increased in any category, as long as there is a corresponding offset.

Q: How will transfer authority help the agency when the right side of the compliance report cannot be adjusted?

A: Transfer authority is intended for agencies who would otherwise experience a shortage of funds, not for the increase in salaries of employees or positions.

Q: Will the agency be prevented from hiring retirees on contract?

A: No. HB 681 only requires that the appointing authority report to the House and Senate Appropriations those retirees who have returned on contract for more than \$20,000 per year.