

Proposed Employee Transfer Placement Policy

Employees that transfer between positions under the IUOE, Local 150 contract have wage ranges that are stipulated based on job title and responsibility. It is unlikely that the wage position of an employee (position in the step range) matches the same position in another wage range. In order to define a policy for placement into a different wage range the following policy will be utilized.

Placement in a Wage Range for Transferring Employees

Employees who move from one wage range to another, whether the wage range is higher or lower than the existing hourly rate will be placed in the new range based on the number of years of service that matches the employee's tenure with the city. For example, an employee is currently working at Step 2 in Position A and the employee transfers to Position B which has a different salary range than Position A. The employee will be placed at Step 2 in Position B regardless of the hourly rate difference be it higher or lower than the current rate.

Such placement will recognize the number of years of service of the employee and will keep them on track for future step increases that match their years of service attributable to the position the employee is working. The employee would continue to move through the wage range based on the number of years of service and be eligible for any May 1 increases as stipulated in the CBA.