

Article III. Section 8. Reassignments.

A reassignment is defined as the voluntary movement to a position in a lower salary range. When an employee takes a reassignment, ~~the salary shall be set at the rate in the lower pay range which provides a salary commensurate with the employees' qualifications to perform the job and consistent with the placement of other employees within the same classification.~~ salary may be retained at the same level as long as their current salary falls within the pay range of the lower grade. If the employee retains their current salary, they will not be eligible for the 5% increase or probation completion level if they accept a position at a higher pay grade in the future unless the position they are promoted into is in a higher salary range than the position they moved from in the reassignment. Exceptions will be made on a case by case basis, authorized and approved by the City Manager. ~~when this option does not create internal inequities with other employees in the same or similar job.~~