



Union Ed
4-19-23

🏠 200 E. Santa Clara Street
📅 **Date:** April 19th, 2023
🕒 **Time:** 1:00 – 3:00pm

ABMEI Proposal #2 – Article 5 Automatic Step Increases

I. Automatic step increases

- a) Remove language from MOA preventing automatic step increases in Article 5:

5.1.2 – *to be removed*

5.1.3 – *to be removed*

5.1.4 – *to be removed*

5.1.5 – *to be removed*

5.1.6 – *to be removed*

- b) Department director to be able to withhold step increase due to documented, unsatisfactory employee performance appraisal

- c) Provisions for Step Reduction in Article 27 to remain:

27.2 Step Reduction: In addition to other formal disciplinary actions, the appointing authority may reduce an employee's salary step. The salary may be reduced to no lower than step one of the nine-step salary range, and the term of the salary reduction will be specified in the notice of intended discipline. The salary may be reduced either for a specified period of time or until the condition which caused the salary reduction has been corrected. The employee may appeal this action to the Civil Service Commission according to the same rules as apply to other formal disciplinary appeals.