CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING AUTOMATIC PLACEMENT OF ENGINEER TO D-STEP UPON PROMOTION

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PROPOSAL #___
DATE: July 2, 2013

PROPOSALS:
The City submits the instant proposal.

CURRENT LANGUAGE:

ARTICLE 2.01 WAGES, paragraph IV provides:

"IV. Rate of Pay Following Promotion - When a represented employee is promoted, the new rate of pay will be the lowest step in the new salary range which will result in the employee receiving at least 5% more than the actual base rate of the old classification. Any Firefighter who is promoted through a promotional recruitment to Engineer will automatically be placed at Step D."

CONCERN:
The City must be prudent and fiscally responsible. Automatically placing a Fire Engineer in D-step upon promotion is not prudent nor fiscally responsible.

PROPOSAL:

ARTICLE 2.01 WAGES, paragraph IV shall now read:

IV. Rate of Pay Following Promotion - When a represented employee is promoted, the new rate of pay will be the lowest step in the new salary range which will result in the employee receiving at least 5% more than the actual base rate of the old classification. ~~Any Firefighter who is promoted through a promotional recruitment to Engineer will automatically be placed at Step D.~~

RESULTS:
The City is prudent and fiscally responsible by eliminating the practice of automatically placing a Fire Engineer in D-step upon promotion.