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**Visual illustrations  
for  
Cost Neutral  
and  
Article 18 affecting Bumping Procedures  
for the new  
IT classifications**

# OCSEA Contract Changes

## Article 36.05 (B)– IT Transition Process Cont.

- Transition intended to be cost neutral
- Specific procedures are outlined *IF* compensation is affected

Pay procedure: Where employees are allocated to a lower pay range and their current rate exceeds the maximum in the lower range, the employee and the supervisor will work out a plan (up to 2 years in duration) to develop the skills necessary for attaining a position at their current pay range. They will maintain their current pay range and will also receive preference for training and promotional opportunities based on seniority. If they don't succeed, they will be moved to the lower pay range or the union and agency can decide to assign the employee to an alternative classification.

# COST NEUTRAL

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Programmer/Analyst 3      →      Software Developer 1

Pay Range 33      →      Pay Range 33

Step 5      →      Step 5

\$28.89      →      \$28.89

Maintain Anniversary Date and Longevity

# COST NEUTRAL

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Programmer/Analyst 3 → Software Developer 2

Pay Range 33 → Pay Range **34**

Step 5 → Step **3**

\$28.89 → \$28.89

**Maintain Anniversary Date and Longevity up**

# COST NEUTRAL

Programmer/Analyst 3 → Software Developer 2  
Pay Range 33 → Pay Range **34**  
Step 2 → Step **2**  
\$25.04 → \$27.55  
**No step 1 (probationary only), anniversary date re-set  
and longevity up**

No match for PR 33, Step 2 in PR34. Move to step 1 since it's the next closet without reducing pay, but since step 1 is probationary only have to move to PR34, Step 2.

# COST NEUTRAL

Programmer/Analyst 3 → Information Technologist 2

Pay Range 33 → Pay Range **32**

Step 5 → Step **7**

\$28.89 → \$28.89

- Longevity down
- Employee receives preference (by seniority) to 1) Training and 2) Promotional Opportunities.
- Employer may explore placement into a Transition class and to develop a transition plan for employee and follow 36.05B-4-d.

Maintain anniversary date, longevity decreases by pennies.

# COST NEUTRAL

Programmer/Analyst 3 → Information Technologist 2  
Pay Range 33 → Pay Range **32**  
Step 8 → Step **Transition Class for up to 2 yrs**  
\$33.37 → \$33.37

- Supervisor and Employee make a transition plan for Employee to gain skills necessary to transition them to a classification in an equal or higher pay range as their old classification (e.g., here PR33).
- If the Employee is unsuccessful in completing the transition plan (to include any of the following: OJT, formal training, mentoring, etc.) after 2 years, Employee is moved to Info Tech Spec 2, Step X at \$33.37 with no change in longevity.

NOTE: If circumstances exist that both the employee and management agree precluded the employee from meeting their transition plan, the employee can have up to one additional year to complete the transition plan for a maximum total of 3 years.

# OCSEA Contract Changes

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Article 17 –

- [Article 17](#)

**Article 18.08 – Layoff Procedure for New IT  
Classification Titles**

- [Article 18](#)

Employee 1's job is abolished – bumps least senior with same Primary Technology.



Employee 1 with 14 Yrs. Seniority

- Primary Technology – A
- Secondary Technology - B



Employee 2 with 10 Yrs. Seniority

- Primary Technology - C
- Secondary Technology – A

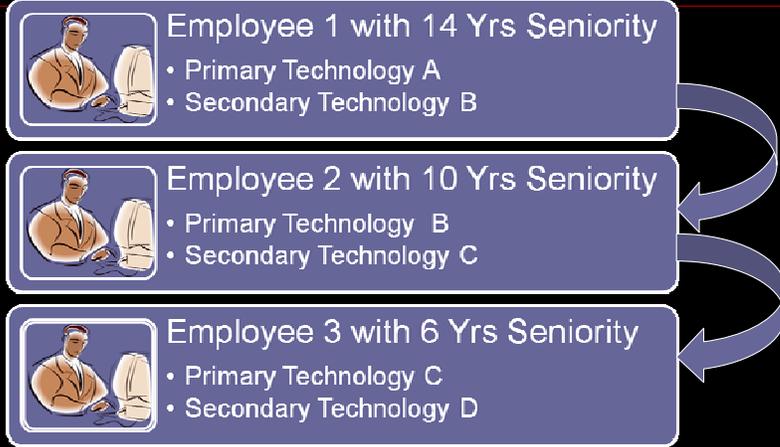


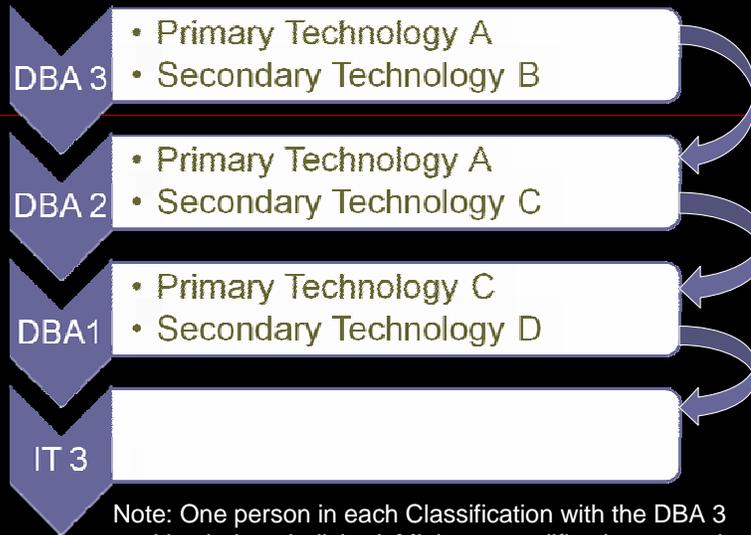
Employee 3 with 6 Yrs. Seniority

- Primary Technology – A
- Secondary Technology - D



Employee 1's job is abolished (all employees in the same classification) – bumps least senior with same Secondary to Primary Technology who bumps least senior with same Secondary to Primary Technology.





Note: One person in each Classification with the DBA 3 position being abolished. Minimum qualifications must be met in each Primary Technology in order to bump.

