

**AFSCME MEF/CEO AND CITY OF SAN JOSE  
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

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**AFSCME PROPOSAL – SALARY STEP PLACEMENT**

Proposed MEF AND CEO Language:

**NEW ARTICLE    STEP PLACEMENT (INCLUDES TRANSFERS, PROMOTIONS,  
AND DEMOTIONS DEFINITIONS)**

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| Step Placement   | The placement of an employee upon promotion shall be to a step at the rate in the salary range of the higher class which is at least five percent (5%) higher in the salary range schedule than the rate received by the employee in the employee's present class. |
| Promotion        | Is the advancement from a position in one class to a position in another class with a higher salary range.   |
| Lateral Transfer | Is the movement to a position within the same class or to a position in a different class within the same salary range.  |
| Demotion         | Is the movement from a position in one class to a position in another class with a lower salary range.   |

