



PROCEDURE FOR POLICY 6.2 – Compensation Plan

1. Salaries for New PMA Eligible Staff

- a) A salary above the Start Rate may be deemed appropriate in order to accommodate existing market conditions or to reflect previous related experience possessed by a

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5. Salary Action on Involuntary Downward Reclassification

When a current PMA Eligible staff member is involuntarily transferred to another position in a lower classification as a result of the exercise of supervisory discretion, or when a PMA Eligible staff member's own position is reclassified to a lower level as a result of a formal job evaluation, his/her salary will be affected as follows:

- i) When an involuntarily transferred staff member is reclassified to a lower level as a result of a formal job evaluation, his/her salary will be affected as follows: