

SAMPLE DEMOTIONAL SCENARIO AND CHART 1

SCENARIO: Department Y must abolish two of its four Staff Services Manager (SSM) III positions, and they are all filled. The Department has two SSM II (Managerial) and eight SSM II (Supervisory) positions, all of which are filled. The Department, however, has two vacancies in the SSM I class; therefore, the area of layoff only includes the SSM II (Managerial), SSM II (Supervisory) and SSM III classes, and those are the only classes for which seniority scores will be needed.

Seniority Scores:

SSM III - 300; 240; 230; 180

SSM II (M) - 325; 225

SSM II (S) - 260; 239; 235; 235; 232; 230; 229; 210

SSM III Level

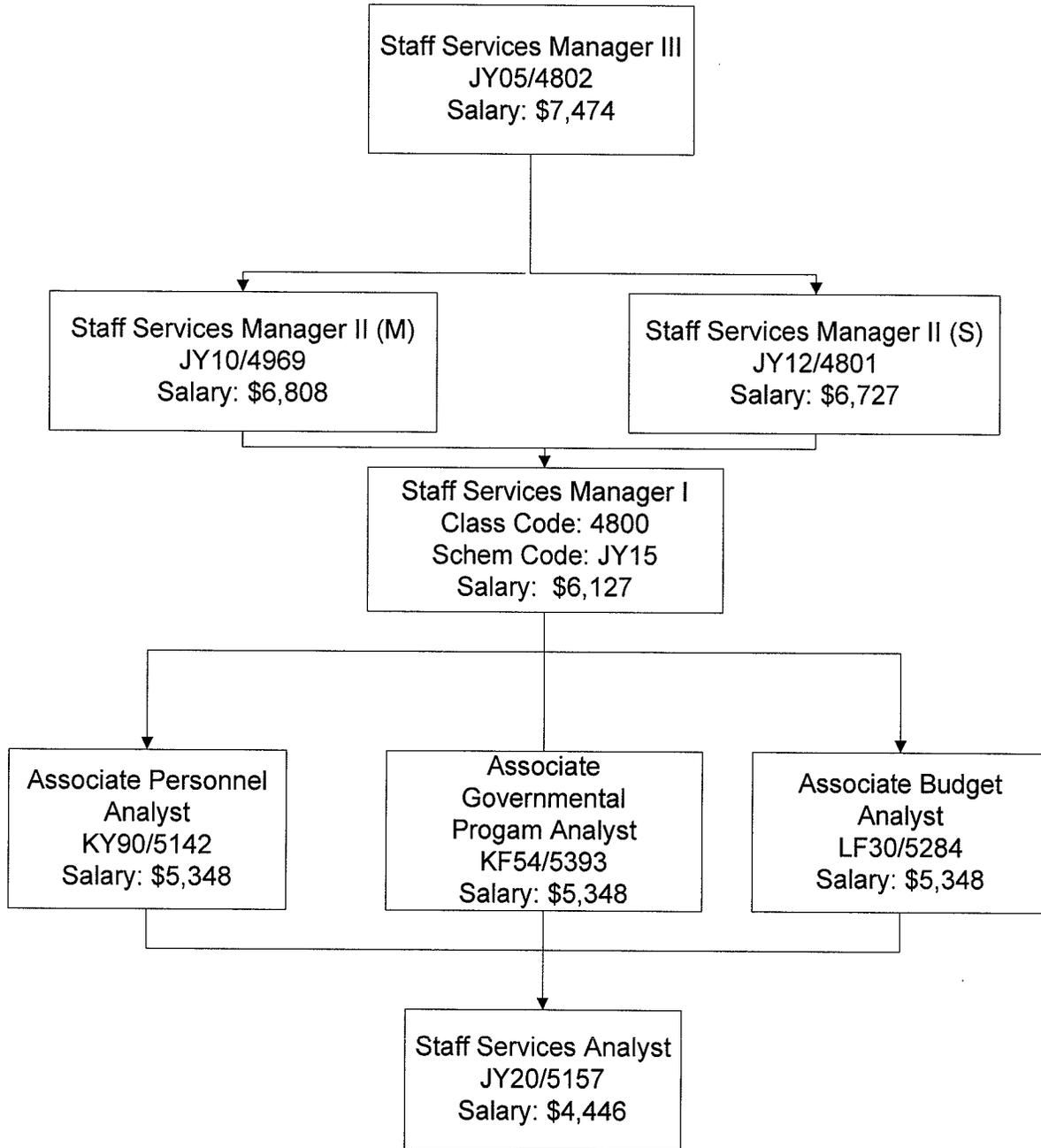
The employees with the scores of 230 and 180 have the lowest seniority scores and will be demoted.

SSM II Level

1. The employee with the score of 230 has the option of demoting to either the SSM II (Managerial) or SSM II (Supervisory). The employee elects to demote to SSM II (Managerial). Therefore, the employee with the score of 225 points will be "bumped" and demoted to SSM I.
2. The SSM III with the score of 180 does not have enough seniority to "bump" anyone in the SSM II (Managerial) or SSM II (Supervisory) classes; therefore, the employee will be demoted to the SSM I class.

DEMOTIONAL CHART

STAFF SERVICES SERIES



Primary _____

Approved: _____

CCD Analyst: _____

Date: _____