WELDER I AND II
PROGRESSION AND PRODUCTIVITY PROGRAM
POLICIES AND PROCEDURES

IMPORTANT INFORMATION TO REMEMBER REGARDING ELIGIBILITY TO PROGRESS:

I. An employee must be demonstrating increased productivity for the department due to the development of knowledge, skills, and abilities.

II. An employee must meet the same requirements as promotional candidates regarding absenteeism and performance ratings.

III. An employee must be competently performing the appropriate duties and responsibilities of the level in which they want to progress.

IV. Employees will not be allowed to skip levels. Welder II, LT-19 must complete the proficiencies of the Welder I, LT-18, before they complete the LT-19 grade level proficiencies. Employees must remain in grade for the time specified in the Welder I and II Progression Criteria Document and proficiencies in the Welder I and II job descriptions. All criteria will need to be met before an employee may progress to the next level. New hires can be hired at any level.

V. Upon progression an employee shall normally be paid at the lowest pay step in the higher pay grade that results in a minimum ten percent (10%) increase in base salary, not to exceed the top step of the range.

VI. The eligibility for Step Pay Increase (SPI) will not be affected by the job progression pay increase except as specified in the progression criteria document and the job descriptions.

VII. Supervisors and Department Heads should review, approve (if justified) and submit the appropriate progression paperwork to the Human Resources Department within two (2) weeks of receiving a request from an employee. This documentation must include:

A. Performance Evaluation for the employee
B. Personnel Action Form for the action
C. Position Action Form for the action
D. Request for Progression Form

VIII. The Job Progression action shall be subject to the labor agreement grievance procedure.

IX. The Welder I and II Progression System will apply only to regular full-time employees.

X. Internal employees transferring to Welder I and II classifications may be progressed by their (new) department after completion of the 90-day probationary period. All documentation and evaluations must be completed on employees making such transfers to affect a progression. (These employees must complete six (6) months of continuous classified employment within the City after initial appointment prior to consideration and meet stipulations outlined in numeral IV.)