

Y-RATING AND LONGEVITY PAY FOR CLASSIFIED EMPLOYEES

When a position is reclassified to a lower range on the salary schedule and the employee's current salary exceeds the top step of the new range, the employee is "Y-rated," meaning the employee's pay will not be decreased.

If the reclassification to a lower range is effective simultaneously with the employee's anniversary step or a salary schedule increase, he/she will receive this increase based on the previous range and then the salary will be "frozen" until there is a schedule increase which exceeds the Y-rate salary.

Longevity pay rewards the individual employee for the number of years service in the District, not within one classification range, but for one or more classifications. Y-rating, therefore, does not apply to longevity pay. Longevity pay will be a percentage of the Y-rated salary (added to that salary).