

## Nurse Reallocation Salary Determination Calculation

The salary of employees occupying an eligible title included on the DOB approved list of reallocated nursing titles will be determined using the applicable calculation method below for changes in grade or no change in grade. Examples of each are provided below.

### Reallocated with No Change in Grade

For a reallocation where there is a change in title only, the employee is entitled to the greater of their current salary **or** the approved 130.4 salary of the grade. The anniversary date and increment code remain the same.

Scenario: No change in grade

Reallocation	Current Salary	130.4 Salary	Job Rate (Higher grade)	Promotion Calculation	Final Salary	Action Reason code
M/C 661 to Step 4	\$92,104	\$100,800	\$108,342	N/A	\$100,800	PAY/130
PEF 20 to Step 4	\$81,968	\$77,029	\$86,140	N/A	\$81,968	PAY/RAL

### Reallocated to a Higher Grade

The employee is entitled to the greater of an increase to their current salary by applying the promotion percentage corresponding to the change in grade **or** the approved 130.4 salary of the higher grade. Please note, the following are additional factors to be considered when using the promotion method:

- The promotion calculation may include Longevity Lump Sum (LLS) Portability, if applicable.
- Under certain circumstances, a performance advance may be added to the promotion calculation.
- The anniversary date of the prior grade is retained.
- The increment code upon reallocation is based on the increment code of the prior grade.
  - If the employee's salary was at job rate of the prior grade and the new salary is equal to or greater than job rate of the new grade, the increment code is retained.
  - If the employee's salary was at job rate of the prior grade and the new salary is below job rate of the new grade, the assigned increment code is based on the payment cycle of the prior grade. The increment code reverts back to the prior job rate increment code (manual by agency) once the employee attains job rate of the new grade.
    - For employees receiving LLS in the prior grade, the LLS must be end dated effective the day before the effective date of the reallocation to prevent the LLS from being included in the calculation of overtime while the employee's salary in the new grade is below job rate.
  - If the employee's salary was below job rate of the prior grade and the new salary is below job rate of the new grade, the increment code is retained.

## Reallocated to a Higher Grade – Scenarios

Scenario 1: Current salary is below job rate of prior grade

For a reallocation where there is a change in grade for employees below job rate, the employee is entitled to either the 130.4 salary *or* their current salary multiplied by the promotion percentage, whichever is better at the time of the reallocation. There is no promotion recalculation as the employee will receive the performance advance of the higher grade. The anniversary date and increment code remain the same.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
M/C 623 to M/C 661 Step 4	\$91,307	\$100,800	\$108,342	$\$91,307 \times 1.045 = \$95,416$	\$100,800	PAY/130
PEF 16 to PEF 18 Step 4	\$64,090	\$69,686	\$77,912	$\$64,090 \times 1.045 = \$66,975$	\$69,686	PAY/130
PEF 16 to PEF 18 Step 4	\$68,247	\$69,686	\$77,912	$\$68,247 \times 1.045 = \$71,319$	\$71,319	PAY/RAL

Scenario 2: Current salary is equal to or greater than job rate of prior grade (no LLS) and have received a performance advance in the last twelve months

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade **who have received a performance advance within the past twelve months**, are entitled to either the 130.4 salary or current salary multiplied by the promotion percentage, whichever is better at the time of the reallocation. If the employee falls below job rate, assign increment code based on the anniversary date also reviewing time in grade (must have one year) resulting in the employee becoming performance advance eligible.

Reallocation	Current Salary	130.4 Salary	Job Rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason Code
PEF 14 to PEF 18 Step 4	\$62,806	\$69,686	\$77,912	\$62,806X1.075=\$67,517	\$69,686	PAY/130
*Employee is at job rate in the prior lower grade with an increment code of 2022 and an anniversary date of 10/14/2019 who received a performance advance in the last twelve months. After applying the promotion calculation, the 130.4 salary is best and the employee now falls below job rate. The anniversary date would remain the same and the increment code is updated to 0001 as the employee would have one year in grade to earn a performance advance.						

Reallocation	Current Salary	130.4 Salary	Job Rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason Code
PEF 20 to PEF 22 Step 4	\$86,140	\$85,272	\$95,392	\$86,140X1.045=\$90,017	\$90,017	PAY/RAL
*Employee is at job rate in the prior grade with an increment code of 2022 and an anniversary date of 10/14/2019 who received a performance advance in the last twelve months. After applying the promotion calculation, it is better than the 130.4 and the employee now falls below job rate. The anniversary date would remain the same and the increment code is corrected to 0001 as the employee would have one year in grade to earn a performance advance.						

Scenario 3: Current salary is equal to or greater than job rate of prior grade (no LLS) and have not received a performance advance in the last twelve months

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade for more than one year and **who have not received a performance advance in the last twelve months**, if the salary after promotion is less than Job Rate of the new grade, apply the job rate advance of the higher grade (NTE job rate) to the promotion salary. If the salary remains at job rate, job rate to job rate rules apply and the employee remains at job rate holding the anniversary date and increment code from the lower grade. If the salary remains below job rate of the higher grade after applying the job rate advance, apply a regular performance advance and assign the increment code based on the cycle of the anniversary date. The anniversary date will remain the same.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
M/C 623 to M/C 661 Step 4	\$99,213	\$100,800	\$108,342	$\$99,213 \times 1.045 = \$103,678$ $\$103,678 + \$3,772 = \$107,450$	\$107,450	PAY/RAL

\*Employee is at job rate in the prior lower grade with an increment code of 2021 and an anniversary date 7/27/2017. After applying the promotion calculation, the employee now falls below job rate. After applying the performance advance of the higher grade, the employee still falls below job rate. The increment code is corrected to 0001 (M/C does not have an October cycle) as the employee would have 13 pay periods to earn a performance advance. The anniversary date remains the same.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 16 to PEF 18 Step 4	\$72,109	\$69,686	\$77,912	$\$72,109 \times 1.045 = \$75,354$ $\$75,354 + \$2,558$ (partial final perf advance to job rate) = \$77,912	\$77,912	PAY/RAL

Employee is over job rate in the lower grade with an increment code of 1910 and an anniversary date of 7/27/2017. After applying the promotion calculation, the employee now falls below job rate of the higher grade. After applying a partial final performance advance amount of the higher grade to job rate, the employee will remain at job rate and the anniversary date and increment code remain the same.

Scenario 4: Reallocated with Change in Grade and At or Above Job Rate of Lower Grade (With LLS) – Exceeds Job Rate of Higher Grade

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade for more than one year and received LLS within twelve months prior to the promotion, the LLS amount is added to the current salary prior to applying the promotion percentage.

- If after applying the promotion calculation, the salary goes over job rate of the higher grade, the employee keeps the higher salary and the anniversary date and increment code remain the same.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 19 to PEF 20 Step 4	\$82,036	\$77,029	\$86,140	$\$82,036 + \$3,000 \times 1.03 = \$87,588$	\$87,577	PAY/RAL
Employee is at job rate of the prior lower grade who received a \$3,000 LLS payment in the past twelve months. After applying the LLS portability promotion calculation, the employee goes over job rate of the higher grade. An employee's salary may exceed job rate on promotion. Job rate to job rate rules apply, and the employee retains the increment code and anniversary date.						

Scenario 5: Reallocated with Change in Grade and At or Above Job Rate of Lower Grade (With LLS) – Job Rate of Higher Grade

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade for more than one year and received LLS within twelve months prior to the promotion, the LLS amount is added to the current salary prior to applying the promotion percentage.

- If after applying the promotion calculation and the employee falls below job rate of the higher grade, apply the final performance advance not to exceed job rate. If the resulting salary is job rate of the higher grade, job rate to job rate rules apply and the increment code and anniversary date remain the same.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 19 to PEF 22 Step 4	\$82,036	\$85,272	\$95,392	$\$82,036 + \$4,500 \times 1.06 = \$91,729$ $\$91,729 + \$3,663 = \$95,392$	\$95,392	PAY/RAL
Employee is at job rate in the prior lower grade who received a \$4500 LLS payment in the past twelve months with an increment code of 2006 and an anniversary date of 2/27/2014. After applying the promotion calculation, the employee now falls below job rate. After applying a partial final advance amount of the higher grade to job rate, the employee will remain at job rate and the anniversary date and increment remain the same.						

Scenario 6: Reallocated with Change in Grade and At or Above Job Rate of Lower Grade (With LLS) – Below Job Rate of Higher Grade

For a reallocation where there is a change in grade for an employee at or above job rate in the lower grade for more than one year and received LLS within twelve months prior to the promotion, the LLS amount is added to the current salary prior to applying the promotion percentage.

- If after applying the promotion calculation and the employee falls below job rate of the higher grade, apply the job rate advance amount not to exceed job rate. If after applying the job rate advance amount the employee remains below job rate, apply a regular performance advance and correct the increment code to the cycle based on the anniversary date.

Reallocation	Current Salary	130.4 Salary	Job rate (Higher Grade)	Promotion Calculation	Final Salary	Action Reason code
PEF 19 to PEF 22 Step 4	\$82,036	\$85,272	\$95,392	$\$82,036 + \$1,500 \times 1.06 = \$88,549$ $\$88,549 + \$5,154 = \$93,703$ $\$88,549 + \$2,483 = \$91,032$	\$91,032	PAY/RAL

\*Employee is at job rate in the prior lower grade who received a \$1500 LLS payment within twelve months, has an increment code of 1510 and an anniversary date 7/17/2013. After applying promotion calculation, the employee now falls below job rate. After applying the large advance to job rate to the promotion calculation, the employee still falls below job rate of the higher grade. The regular performance advance amount is applied, and the increment code is corrected to 1001 as the employee would have one year in grade to earn a performance advance on the October cycle based on the anniversary date.

\*Reverting Increment Code to Prior Job Rate Increment Code once an Employee Attains Job Rate of the Higher Grade: The employee's anniversary date, increment code payment cycle, or LLS payment cycle, if applicable, is based on the lower grade prior to the title structure change. Also, employees who held job rate status in their grade prior to reallocation and whose salary is below the job rate of the new grade upon reallocation, are entitled to have the job rate credit restored once they attain job rate of the new grade, taking into consideration any time off that payroll that may affect the prior job rate increment code needing to be adjusted.