

SAMPLE DEMOTIONAL SCENARIO AND CHART 2

SCENARIO: Department W is abolishing five positions in four classes and there are no vacancies in the classes. One of four Staff Services Manager (SSM) I; one of five Associate Personnel Analyst (APA); one of five Associate Governmental Program Analyst (AGPA); and two of five Associate Budget Analyst (ABA) positions will be abolished. There are no vacancies in the lower Staff Services Analyst (SSA) class. One of the ABAs who is in jeopardy has prior service in the class of Associate Space Planner (ASP), a class used by Department W. Department W has no positions in the classes of Junior and Assistant Space Planner.

Seniority Scores:

SSM I - 264; 240; 120; 110

APA - 180; 120; 100; 94; 72

AGPA - 196; 164; 110; 86; 75

ABA - 185; 140; 108; 92; 65

ASP - 174; 121; 90; 62

SSA - 220; 120; 88; 33; 31

SSM I LEVEL. The SSM I could elect to demote to any one of the APA, AGPA, or ABA classes; however, in this scenario, she elects the ABA class.

APA; AGPA; ABA LEVEL

1. The APA with a score of 72, the AGPA with a score of 75, and the ABAs with scores of 92 and 65 will demote. In addition, since the SSM I has elected to demote to the ABA class, the ABA with a score of 108 will also demote.
2. The SSM I will "stick" in the ABA class.
3. The ABA with a score of 65 had prior service in the ASP class and elects to demote to it. The ASP with a score of 62 will be laid off since there are no positions for the incumbent to demote to, and the employee will be placed on reemployment lists for the ASP, and the Assistant and Junior Space Planner classes.
4. The APA (72), AGPA (75), and ABAs (108 and 92) will demote to SSA. Only the two ABAs have scores high enough to "stick" in the SSA class; therefore, the APA (72), AGPA (75), and two SSAs (33 and 31) will be laid off.

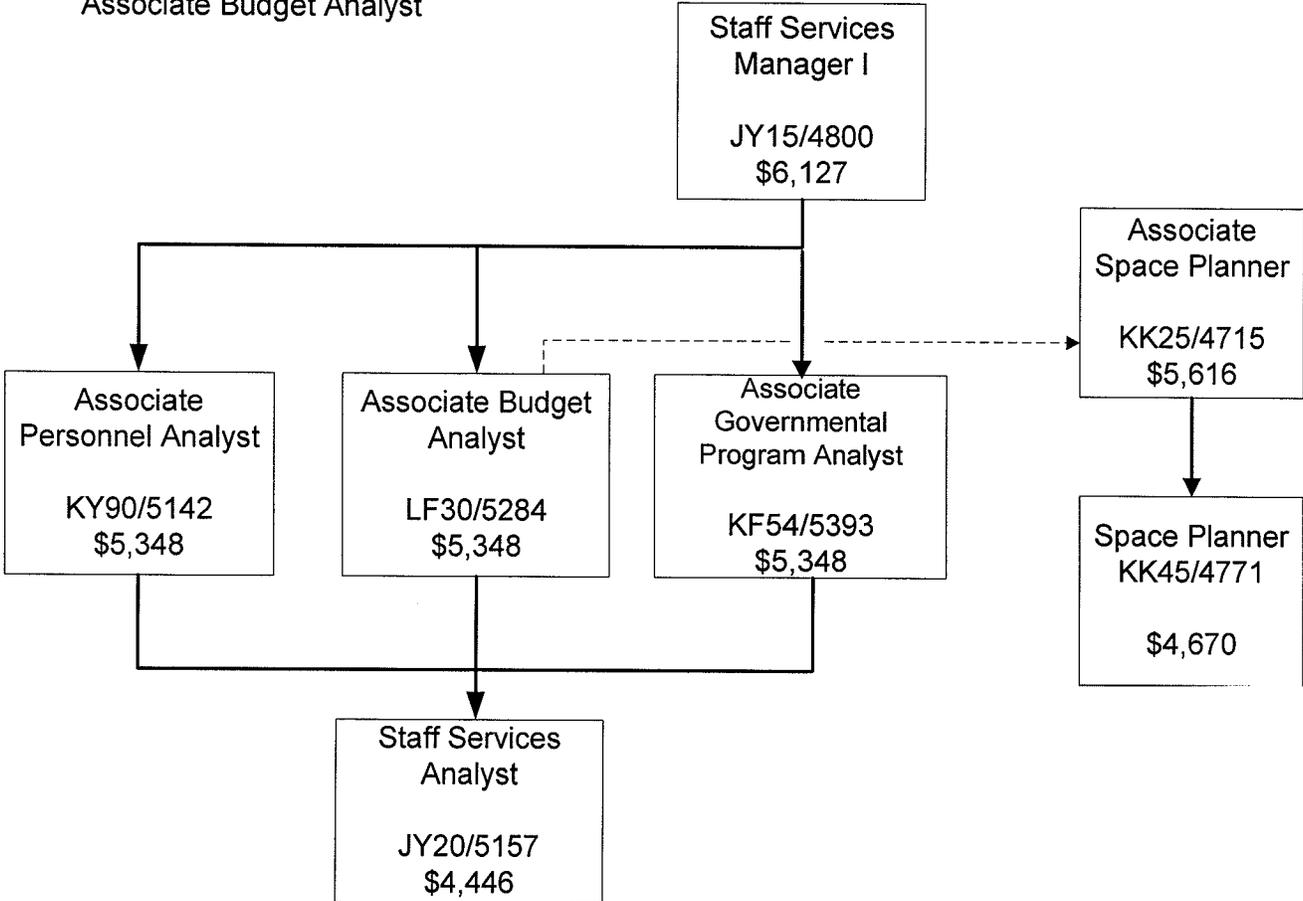
DEMOTIONAL CHART

STAFF SERVICES MANAGER I

Department W

Classes:

- Staff Services Manager I
- Associate Personnel Analyst
- Associate Governmental Program Analyst
- Associate Budget Analyst



Primary Demotional Path = _____

Approved: _____

Personal Demotional Path = _____

CCD Analyst: _____

Date: _____