

Step Placement Criteria from Article 25 - Wages of your contract

For purposes of calculating years of experience, the following shall be used:

Criteria:

- 1. Each step equals one year of experience*
- 2. Step 1 = < 1 year experience, Step 2 = 1 year experience, Step 3 = 2 years, etc.*

Criteria Definitions:

- 1. All work experience in a position that is the same as the position at UVMMC will count towards experience crediting, including all work experience in a position that requires the same or higher level certification.*
- 2. Except as otherwise provided herein, each year of work experience that is not the same but is relevant in clinical content, technical content, or operational content as reasonably determined by management will receive 50% credit.*
- 3. All work experience at UVMMC that is neither the same as nor relevant to the position at UVMMC will receive 25% credit.*
- 4. Experience credit is determined by adding up all the years and months of experience, provided that such work consisted of an average of at least 20 scheduled hours per week.*
- 5. Any time less than six months is rounded down, and time equal to or over six months is rounded up. Previous step or salary is not a consideration to step placement.*
- 6. An individual rehired who has been gone from the organization for more than twelve (12) months will be considered a new hire unless they are recalled from a layoff.*