

## RIF FAQ'S

### **Grade and Pay Retention**

**48. What happens if I have "indefinite" saved grade protection due to a prior organizational change, and I am now being impacted by another organizational change?**

Current rate retention policies now apply—ending the indefinite saved grade protection—and you begin a new two-year period of saved grade protection (at the current saved grade) starting with the effective date of your new assignment in accordance with Part 415 of the *Employee and Labor Relations Manual*.

**49. What happens to my salary if I accept a position in a lower grade due to an organizational change?**

Salary and grade protection will be provided in accordance with Part 415 of the *Employee and Labor Relations Manual*. Pay-for-Performance awards will be paid in accordance with the PFP Pay Rules for the appropriate fiscal year.

**50. What happens if I currently have two years saved grade protection from a prior organizational change, the two-year protection has not yet expired, and I am now impacted again by an organizational change?**

You will continue in your prior saved grade status until the original expiration date. At that time you will be provided saved grade for your subsequent change to lower level. The saved grade protection on the subsequent change in grade will expire two years from the effective date of the placement into the new position. Salary treatment will be in accordance with Part 415 of the *Employee and Labor Relations Manual*.

**51. I am at the end of my saved grade period and am now in my saved salary period. What happens to my grade and pay if I am voluntarily or involuntarily assigned to a lower level position due to a new organizational change?**

You will be provided with two years of saved grade. Salary treatment will be in accordance with Part 415 of the *Employee and Labor Relations Manual*.