

CITY TA:

UNION TA:

## **ARTICLE XX – Transition**

Once the new Oversight system is implemented, the positions within the current IPR structure will slowly phase out. As this occurs, the following options will be available for employees in regular status at the time of transition:

1. The City will support IPR employees in applying to positions in the Oversight System in the following manner: (1) BHR Recruitment review and feedback, as requested by bargaining unit members, for a resume and cover letter for positions in the Oversight System that have substantially equivalent work; and (2) the City will offer all IPR employees interviews.
2. The City will find or create positions performing substantially equivalent work to IPR employees current work and with a substantially equivalent pay range for IPR employees that will be available to IPR employees who opt not to apply to the Oversight System or who apply when their IPR position is ending or prior to that time and do not receive a job offer.

Bargaining unit members and IPR management will meet to discuss which option bargaining unit members are likely interested in pursuing. The purpose of these meetings is to give the City and bargaining unit members time to explore options for substantially equivalent work. In referencing “substantially equivalent work,” the City’s intent is that the work be similar, but it will not be exactly the same. For example, IPR investigators currently investigate police misconduct and for those IPR bargaining unit members who do not get a job working for the new Oversight System, the offered “substantially equivalent work” could be as an investigator for BHR investigating complaints into City policy violations that are unrelated to police, or it could be other work that involves investigations. The City will make the final determination about what new positions are created that are substantially equivalent, provided the basic work is as described in the example provided in this article.

When an IPR bargaining unit member’s work is close to ending, as determined by management, the bargaining unit member, BHR, IPR management, and a union representative (if requested by the bargaining unit member) will meet for the bargaining unit member to elect which option they will pursue.

### **Bargaining Notes:**

The City committed to finding equivalent positions in a budget note in FY 2021-2022 and remains committed to this. While the City is unable to commit future hire decisions of the new Oversight Board, the City’s intent with this proposal is to live into this commitment. If a bargaining unit member is offered substantially equivalent work and does not accept it, then the City has met its requirement under this proposal.