

adjustment m

- There is a history of difficulty recruiting or retaining personnel
- The employee possesses knowledge, skills and abilities which are clearly defined as difficult to recruit
- The employee's expertise is in an area which is documented as having a critical labor market shortage, and
- Local labor market conditions support such an adjustment

C. **Equity Adjustments.** Provides a means to consider pay inequities within a department for employees with similar levels of responsibility, work experience, qualifications and work performance with significant salary disparities. Such inequities may have been created due to:

- A Promotion/ reallocation of an employee that results in their salary remaining inequitable with comparable positions
- Hiring salaries associated with Rule 6.5g adjustments or Rule 6.5b Special Entrance Rates (SERs) for department employees in the same job series
- An offer, corresponding adjustment, promotion or reallocation, that results in a subordinate's pay either exceeding that of his/her supervisor or remaining within 7% of his/her supervisor's pay.
- Other instances due to a structure adjustment or similar circumstance on a case by case basis.

disparities.

- Employees involved in rotating shifts that include evening and/or late night shift