



Employee Relations Group

213-486-7600

Watch Commander School 2018

What Does ERG Do?

- Grievances
- Administrative Transfers & Downgrades
- Administrative Appeals (Downgrades)
- Employee Development Training
- MOU Issues
- Temporary Higher Pay (THP)

What Does ERG NOT Do?

- Workplace Conflicts (Ombuds)
- Mediation (Ombuds)
- Work Permits (Personnel Group)
- Bilingual Pay (Personnel Div.)
- Screen Downs/Packages Reviews (Personnel Div.)
- Regular Transfers/Promotions (Personnel Div.)
- Sick Time/Medical Leaves/IOD Issues (Personnel Div., Medical Liaison)
- Retaliation Complaints (PSB)
- Terminations - Tenured & Probationary (PSB)

Employee Development

- Supervisors Engage & Feedback
- Encourage Effective Performance
 - Affirm or Adjust
- Proper use of Performance Documents
 - Commendations
 - Comment Cards
 - NTCDs
 - SBA Narrative

Downgrades & Admin Transfers

- Deselection from Advanced Paygrade and/or Bonus Positions (aka – Downgrade)
 - Employee request
 - End of limited tour
 - Position eliminated
 - Performance based (merit)

Downgrades & Admin Transfers

- Deselection from Advanced Paygrade and/or Bonus Positions (aka - Downgrade)
 - Employee request
 - End of limited tour
 - Position eliminated
- **PERFORMANCE BASED (MERIT)**