



*University Staff (Dade County Police Benevolent Association
Law Enforcement Bargaining Unit (PBA))*

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
TEMPORARY OR PERMANENT LATERAL REASSIGNMENTS (PBA)	June 21, 2011	1740.275

POLICY STATEMENT (R*)

Management has the right to determine the allocation of staffing resources based on operational needs through the use of temporary and permanent change in lateral reassignments. Whenever possible, an employee will be given a fourteen (14) calendar days notice, unless in the case of unforeseen circumstances, prior to the effect of the change in assignment.

REASON FOR POLICY (O*)

To provide a means for management to address operational needs.

DEFINITIONS (R*)

A lateral reassignment is defined as a lateral move from one job to another in the same or similar classification having the same degree of responsibility and the same salary range, regardless of campus location and shift. Voluntary lateral reassignments may provide employees with opportunities to develop and diversify their skills, obtain a location or position that they prefer and meet other needs.

HISTORY (R*)

Adopted: March 7, 2007; Readopted: November 14, 2008, June 21, 2011.

RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)

Division of Human Resources
Florida International University

RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)

Compensation Administration
Division of Human Resources
11200 S.W. Eighth Street – PC 226
Miami, Florida 33199
Telephone: (305) 348-2181

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***R = Required *O = Optional**