

#### ARTICLE 4 – COMPENSATION/PAY PRACTICES

##### A. Base Salary

Exempt professionals who are members of OFNHP in Kaiser Permanente receive a base salary, as determined by the attached wage scales and shall be prorated for part-time employees.

##### B. Tenure Placement


New employees hired by the employer **and internal KP employees transferring from another OFNHP Bargaining Unit** will be placed on a tenure step based on employee's ~~previous experience in their discipline:~~ previous relevant experience in a similar field. **KP employees represented by another OFNHP bargaining unit, that promote to a job in a higher paid classification in the Pro bargaining unit will be placed, at a minimum, at a tenure step that reflects the salary equal to or greater than their current rate of pay.**

TA 11-5-25  
3:22pm


LABOR



MANAGEMENT



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