

DEMOTION - SUMMARY OF REVISIONS

1-1-76	Demotion - Revises salary policy to permit employee's salary to remain above the maximum of the range when an exception is justified.
7-1-77	Deleted provision for appeal from demotion for employees with less than 5 years of continuous state service.
8-1-77	Deleted provision that allowed exceptions for leaving salaries above the maximum. Salaries would have to be cut at least to the maximum on the effective date of the demotion.
8-1-88	Revised Demotion Policy to "Demotion or Reassignment Policy." Deleted Performance Increase Anniversary Date.
1-1-90	Changed to conform to new pay plan (no steps)
7-1-90	Previous policy required that if employee is promoted and subsequently demoted, no increase can be given when promoted back to same level. Revised to allow an exception when employee is promoted or reallocated upward and subsequently demoted, reassigned or reallocated downward to any lower class within one year.
3-1-94	Clarified the definition of "demotion/reassignment" to make clear that it involves a change to a lower pay grade. Changed "permanent" to "career."
8-1-95	Appointment terminology clarified.
12-1-95	Revised to incorporate RIF provisions.
July 1, 2001	Revised to add paragraph at end of Salary Range, which was erroneously omitted.
7-1-02	Revised to include advisory note regarding salary "waiver."
4-1-05	Formatting change only. One of the paragraphs was moved for clarity.
