

**INITIAL CLASSIFICATION  
SUMMARY OF REVISIONS**

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**10-01-2020**

- Policy reviewed by Total Rewards – Classification and Compensation Division, to confirm alignment with current practices and by Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on October 1, 2020.
- Updated references from State Personnel Act to State Human Resources Act, modified language to be more specific and what is currently used in this field such as changing “new minimum rate” to “new salary range minimum” and general references from “new range” to specify “new salary range”.

**7-01-05**

- Revised to eliminate “hiring rate” and to change “special entry rate” to “special minimum rate.”

**8-01-95**

- Changed the terminology to “permanent, probationary, trainee appointment” rather than “permanent, probationary, trainee employment.” In addition, “time-limited” appointment has been spelled out in the appropriate policies, whereas, in the past, this type of appointment was considered to be a type of “permanent” appointment.

**1-01-90**

- Revised to conform to new pay plan.

**12-01-85**

- Deleted competitive service provisions.

**1-01-76**

- Revised the salary policy to permit certain positions that are initially classified to be considered as a reallocation where it can be demonstrated that duties and responsibilities have changed significantly.