

**PROMOTIONAL PRIORITY POLICY**  
**SUMMARY OF REVISIONS**

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**4-01-2021**

- Policy reviewed by the Recruitment Division to clarify that higher evaluated state employees defeat lower evaluated state employees' promotional priority claims and only the highest evaluated state employee can assert a promotional priority claim and by the Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on April 1, 2021.
- New paragraph added after first paragraph in "Nature of Priority" section of Policy.

**10-01-2020**

- Policy reviewed by the Recruitment Division to confirm alignment with current practices and by the Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on December 3, 2020.
- General editorial changes to text, grammar, and language. All changes were minor wording and format changes for clarification.

**06-01-2015**

- In the "nature of priority" section, clarified priority when applicant pool only has current State employees and clarified that "substantially equal qualifications" must be justifiable.
- Clarified the definition of "outside" applicant in relationship with G.S. 126.
- Amended the definition of "band to band" priority to mirror new definition of promotion in the career banded salary administration policy.
- Added clarification from G.S. 126-7.1(f) related to relationship of priority with RIF priority employees. This was not new legislation; it was just not clearly stated in the policy.
- Deleted the section on "Equal Employment Opportunity Consideration". This detailed section about EEO is not necessary as it is duplicative of EEO policy. A statement about EEO and reference to the EEO policy was added to the "policy" section at the beginning of the policy.

- Corrected “appeals” section to mirror the current appeals process Updated policy to include a one-time opportunity for creditable retirement service to be used to reach an employment milestone and to therefore earn a Service Award upon retiring. This can only be utilized in a retirement situation.

**08-19-2007**

- Deletes definition of “career status” since it is defined in Section 3.

**07-01-2007**

- Added requirements for career banded classes

**03-01-2007**

- Defined outside applicant for purpose of promotional priority as one who is not subject to Articles 1, 2, 5, 6, 7, 8, 13, and 14 of G.S. 126.