

## PAY PLAN POLICY (DOP-P12)

### SUMMARY OF AMENDMENTS

The following is a summary of proposed amendments to the Pay Plan Policy (DOP-P12). This summary does not include technical amendments which merely correct errors in spelling, grammar, punctuation, and/or other such corrections. The reference number reflects the current proposed number, unless otherwise specified.

<u>REFERENCE</u>	<u>SUMMARY</u>
III.A.	Added that the compensation of employees transferring from an agency that has its own established pay plan to an agency covered under the pay plan shall be determined based upon the provisions of this section (Pay on Appointment).
III.A.2.a.	Changed the word "shall" to "may."
III.B.	Provided for an exception of the provisions of subsection III.A.
III.B.4.	Clarified that an employee who accepts a demotion to a position in a different agency who is then subsequently promoted or reallocated within the same agency, shall receive a salary increase only to the extent that they would have received a salary increase had they not been demoted or reallocated to a lower compensation range.
III.C.	Added language allowing employees with seven (7) years or more of total state service who have attained the maximum or above in the compensation range or for whom a salary advancement would result in his/her salary exceeding the maximum to be eligible for a salary advancement.
III.C.1.	Added language allowing employees with seven years or more of total state service who are at the maximum of the compensation range or for whom a salary advancement would result in his/her salary exceeding the maximum to be eligible for a salary advancement.
III.E.2.	Added language that allows employees with over seven (7) years in the classified service to be compared to employees within five (5) years of classified service for purposes of internal equity increases.
III.E.4.	Added language to allow employees who receive an offer from a covered agency with its own established pay plan to be eligible for a competitive salary increase.
III.E.5.	Clarified that an appointment incentive may be given to an employee as an original appointment, transfer, reinstatement, promotion, or demotion without prejudice.
I.	Removed the exceptions section relating to the Division of Highways employees in the Transportation Worker Series in response to passage of SB 2003.