

Base Pay Practices (Effective 7-1-19)

Pay Practice	Application	Same Position # or to Different Position #	Competitive or Non-Competitive	Pay Guidelines
Starting Pay	<input type="checkbox"/> New employee <input type="checkbox"/> Rehires		Competitive	Negotiable from minimum of pay band or alternate band, not to exceed posted hiring range or pay band maximum.
Promotion	<input type="checkbox"/> Movement to a different Role in a higher pay band	Different Position #	Competitive	Negotiable from minimum of new pay band or alternate band, not to exceed posted hiring range or pay band maximum. Salary may not be below the minimum of the new pay band or alternate band.
Voluntary Transfer	<input type="checkbox"/> Movement within same Role or to different Role in the same pay band	Different Position #	Competitive	Negotiable from minimum of pay band or alternate band, not to exceed posted hiring range or pay band maximum.

	certification, licensure, etc. <input type="checkbox"/> Retention <input type="checkbox"/> Internal alignment	Same Position #	Non-Competitive	Management determination - not to exceed pay band or alternate pay band maximum.
Disciplinary or Performance -related Salary Action	<input type="checkbox"/> Removal of duties OR <input type="checkbox"/> Movement to a different Role in a lower pay band	Same Position#* Different Position #	Non-Competitive	Minimum 5% decrease.
Competitive Salary Offer	<input type="checkbox"/> Outside offer (external to current agency, including other state agencies)	Same position #	Non-Competitive	Match outside offer not to exceed maximum of pay band or alternate pay band. Employee may return to former position within 30 days with agency approval at former salary or salary that agency offered during competitive offer process.
Reassignment within the Pay Band	<input type="checkbox"/> Agency staffing or operational needs; same or different Role in the same pay band			