

**Career-Banding Salary Administration Policy Changes
Effective July 1, 2007**

	Old Policy – Prior to July 1, 2007	New Policy – As of July 1, 2007
Promotion	Employee movement from one banded class to another with a higher journey market rate	Employee movement from one position to another with the same banded classification with a higher competency level or employee movement from one position to another with a different banded classification with a higher journey market rate
Horizontal Transfer	Employee movement from one position to another within the same banded class or movement from one banded class to another with the same journey market rate	Employee movement from one position to another within the same banded classification with the same competency level or movement from one position to another with a different classification with the same journey market rate
Reassignment	Employee movement from one banded class to another with a lower journey market rate	Employee movement from one position to another with the same banded classification with a lower competency level or employee movement from one position to another with a different banded classification with a lower journey market rate
Demotion	Disciplinary action, resulting in: <ul style="list-style-type: none"> • Employee movement from one banded class to another with a lower journey market rate or • Reduction in salary within same banded class 	Disciplinary action, resulting in: <ul style="list-style-type: none"> • Employee movement from one banded position to another with the same banded classification with a lower competency level, or • Employee movement from one banded position to another with a different banded classification with a lower journey market rate, or • Reduction in salary within same banded class

Reinstatement	Reemployment is included in New Hire provision	A reinstatement provision is established for clarification and consistency with processing actions. An initial hire with the State of NC is submitted as EOD. Reemployment with the State of NC (from LWOP or after previous employment) is submitted as Reinstatement.
Reallocation	Not Addressed	A reallocation provision confirms that a position/employee may be reallocated from one banded classification to another banded classification. Salary is determined through application of Pay Factors.
Effective Date	Not addressed	An effective date provision explains that all actions shall be on a current basis except for actions to adjust salaries to minimum with implementation.
Grade-Band Transfer	Does not address salaries that are below minimum at time of implementation	In addition to this provision explains that salaries that are below minimum of the banded class at implementation must be adjusted to minimum when funds become available. This adjustment may be retroactive to implementation date.