
CAREER BANDING TERMS

UNCG HRS

Effective: July 1, 2007

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Term	Definitions
Promotion	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 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 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: - 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	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.
Reclassification	A reclassification provision confirms that a position/employee may be reallocated from one branded classification to another banded classification. Salary is determined through application of Pay Factors.
Effective Date	An effective date provision explains that all actions shall be on a current basis except for actions to adjust salaries to minimum with implementation.