

## Chapter Pers 14

### PROMOTION

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**Pers 14.01 Definition.** Promotion is the movement of an employe with permanent status in class in one class to a different position in a class having a greater pay rate or a greater pay range maximum, or to a higher classification for the same position when competition was determined appropriate.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 14.02 Exclusions.** (1) The appointment of an employe to a position in a higher classification while the employe is serving a probationary period on an original or promotional appointment shall be considered as a new original appointment or new promotional appointment respectively.

(2) The appointment of a former employe with permanent status in class who returns to state service after a break in service not covered by leave to a position in a higher classification shall be considered as an original appointment.

(3) For provisions relating to the appointment of persons or employes to positions classified as trainee see Wis. Adm. Code chapter Pers 20.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72.

**Pers 14.03 Kinds of promotion; status and rights.** (1) FOR PROMOTION WITHIN THE SAME AGENCY. In accordance with section 16.22 (1), Wis. Stats., the employe shall be required to serve a probationary period. At any time during this period the appointing authority may remove and shall restore the employe to his or her former position or a similar position and former pay rate [determined under Wis. Adm. Code section Pers 16.07 (2)] without the right of appeal. Any other removal, suspension without pay, or discharge during the probationary period shall be subject to section 16.28 (1), Wis. Stats.

(2) FOR PROMOTION BETWEEN AGENCIES. In accordance with section 16.22 (1), Wis. Stats., the employe shall be required to serve a probationary period. At any time during this period the appointing authority may dismiss the promoted employe from the service without the right of appeal. See section 16.22 (3), Wis. Stats., for provisions relating to reinstatement eligibility of an employe so dismissed.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. (1), Register, December, 1976, No. 252, eff. 1-1-77.

**Pers 14.04 Pay rate on promotion.** In this section "range" and "step" refer to the pay range and step amount in the range for the class to which an employe is promoted. (See Wis. Adm. Code section Pers 20.03 (2) and (4) for the definition of range and step for

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*trainee classifications.*) In pay schedules where appropriate, an employe's present pay rate shall be increased to the minimum of the new range if his present rate is one step or more below the minimum of the new range. If an employe's present rate is less than one step below that minimum or is above the minimum of the new range, his present rate shall be increased by an amount equal to one step.

**History:** Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. Register, September, 1975, No. 237, eff. 10-1-75.

**Pers 14.05 Pay rate on new promotion.** When an employe who is on probation begins a new promotional appointment as provided under Wis. Adm. Code section Pers 14.02 (1), the term "employe's present pay rate" under Wis. Adm. Code section Pers 14.04 shall be deemed to mean the last rate earned in the class in which the employe had permanent status, plus any intervening general pay adjustment(s) but excluding performance and equity awards. The adjustment(s) applied to the employe's last rate shall be that (those) of the appropriate pay schedule for the class in which the employe had permanent status.

**History:** Cr. Register, September, 1975, No. 237, eff. 10-1-75; am. Register, December, 1976, No. 252, eff. 1-1-77.