

**WAC 357-28-084 May an employee be appointed to step M upon demotion (voluntary or involuntary)?** An employee cannot be appointed to step M upon demotion (voluntary or involuntary) unless:

(1) The employee was at step M of the salary range from which the employee is demoting;

(2) The employee was previously at step M in the salary range of the class the employee is demoting to;

(3) The demotion is a result of a reasonable accommodation;

(4) The employee was appointed to a position due to layoff action in accordance with WAC 357-28-135; or

(5) It is for recruitment and retention or other business related reasons in accordance with WAC 357-28-090.

[Statutory Authority: RCW 41.06.133 and 41.06.150. WSR 23-24-022, § 357-28-084, filed 11/28/23, effective 1/1/24. Statutory Authority: Chapter 41.06 RCW. WSR 13-19-043, § 357-28-084, filed 9/13/13, effective 10/18/13.]