

WAC 357-58-125 What is an involuntary downward movement and how does that affect the salary? An involuntary downward movement is based on a nondisciplinary reassignment of duties that results in a lower salary standard and/or lower evaluation points for an employee's current position. A WMS employee occupying a position that is affected by an involuntary downward movement must be placed within the salary standard established for the WMS position at an amount equal to the employee's previous base salary. If the previous base salary exceeds the new salary standard, the employee's base salary must be set equal to the maximum of the salary standard for the position. The employee's base salary may be set higher than the salary standard maximum, but not exceeding the previous base salary, if allowed by the employer's salary administration policy.

[Statutory Authority: Chapter 41.06 RCW and RCW 41.06.150. WSR 19-11-136, § 357-58-125, filed 5/22/19, effective 7/1/19. Statutory Authority: Chapter 41.06 RCW. WSR 17-11-048, § 357-58-125, filed 5/15/17, effective 6/19/17; WSR 14-06-007, § 357-58-125, filed 2/20/14, effective 3/24/14; WSR 05-12-069, § 357-58-125, filed 5/27/05, effective 7/1/05.]