

206. SALARY PROMOTION An employee who is appointed to a position in a class allocated to a salary range for which the top step is higher than the top step of the class which the employee formerly occupied, shall receive the nearest step within the new salary range which shall not be less than five percent more than his/her former step. Provided, however, that in no case shall the increased salary be more than the top step in the new range. In addition, if an employee is being promoted from a position where he/she is entitled to special pays that are not available in the new position, these special pays may be used in the calculation of the step upon promotion, at the discretion of the appointing authority. The effective date of a promotion shall be the first day of the first full pay period following the appointment. The employee's anniversary date for future merit increases shall be based upon the effective date of the promotion. If a promotion occurs on the same effective date a salary step increase is due and approved, the salary step increase shall be computed first and subsequently the increase due to promotion.

Deleted: Increases shall be made effective on the effective date of the promotion and for purposes to further annual increases within the salary range the employee anniversary date shall be changed to the effective date of the promotion