

Chapter ER 30

CAREER EXECUTIVE EMPLOYMENT

ER 30.02	Included positions	ER 30.09	Pay adjustments resulting from career executive reassignment or voluntary movement
ER 30.065	Pay upon completion of the first 6 months of appointment		
ER 30.085	Career executive temporary assignment		

ER 30.02 Included positions. After consultation with the appointing authority for each position, and after an analysis of the position based on criteria established herein, the secretary shall determine the positions that shall be included in the career executive program. Positions to be included in the program shall be predominantly administrative in nature and be allocated to a classification assigned to pay range 18 or above of pay schedule 1 or at a counterpart pay range as provided in the classification and compensation plan.

History: Cr. Register, March, 1974, No. 219, eff. 4-1-74; am., Register, February, 1981, No. 302, eff. 3-1-81; renum. from ER-Pers 30.02 and am. (1), r. (2), Register, May, 1988, No. 389, eff. 6-1-88.

ER 30.065 Pay upon completion of the first 6 months of appointment. A pay increase of one within range pay step, subject to the pay range maximum, shall be granted to an employe effective the beginning of the pay period closest to the completion date of the first 6 months of the trial period. However, such increase shall not be paid to an employe who previously earned an increase under s. ER 29.03 (2) while serving in a position in the same or higher pay range and whose pay on initial appointment to the career executive program is based on this previously earned rate unless the increase is necessary to bring the employe's pay to PSICM. Thereafter, the employe shall be guaranteed PSICM while serving in the position.

History: Renum. from ER-Pers 30.06 (2) and am. Register, May, 1988, No. 389, eff. 6-1-88.

ER 30.085 Career executive temporary assignment. A career executive employe may be assigned to a position for employe development purposes or to complete a special project for a duration not to exceed 2 years. The employe's classification and pay status shall not be affected. An intra-agency temporary assignment requires the written agreement of the employe and the appointing authority. An inter-agency temporary assignment requires the written agreement of the employe, and the appointing authorities of both the sending and receiving agencies. The appointing authority in an intra-agency temporary assignment or the appointing authority of the receiving agency in an inter-agency temporary assignment shall send a copy of the written agreement to the secretary prior to the effective date of the assignment. If the employe is expected to return to the sending agency upon completion of the temporary assignment, the employe and the appointing authority of the sending agency shall develop a formal leave agreement under s. ER 18.14 (2) (a).

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81; am. Register, February, 1983, No. 326, eff. 3-1-83; renum. from ER-Pers 30.085 and am. Register, May, 1988, No. 389, eff. 6-1-88.

ER 30.09 Pay adjustments resulting from career executive reassignment or voluntary movement. Upon reassignment as defined under s. ER-Pes 30.07 (1) or voluntary movement to a position allocated to a classification assigned to the same, to a higher, or to a lower pay range, the career executive employee's pay shall be determined in accordance with the following provisions:

(1) A career executive reassignment or a career executive voluntary movement to a position allocated to a classification assigned to the same pay range shall result in no pay adjustment. However, upon voluntary agreement by the career executive employee, the employee may be paid at any rate which is not greater than the last rate received. Any such employee shall not be paid below the pay range minimum and any such employee not serving the first 6 months of the trial period shall be paid not less than PSICM.

(2) (a) A career executive voluntary movement to a position allocated to a higher class while the employee is serving the first 6 months of the trial period on an original or promotional appointment shall be considered a new original appointment or new promotional appointment, respectively. In such case, the pay adjustment upon completion of the first 6 months of the trial period as provided in s. ER 30.02 is postponed until the beginning of the pay period closest to the completion date of the first 6 months of service in the position in the higher class.

(b) A voluntary movement, referred to in sub. (2) (a), while the employee is not serving the first 6 months of the trial period shall result in the following pay rate:

1. For an employe who does not have reinstatement eligibility to a class level higher than his or her current class, an immediate increase of 3 within range pay steps or an immediate increase to the minimum of the new pay range, whichever is greater, subject to the maximum of the new pay range.

2. For an employee who has reinstatement eligibility to the class to which he or she has voluntarily moved, a rate calculated as if the employee was reinstated to the class from which reinstatement eligibility is derived or the present rate, whichever is greater.

(c) A movement referred to in par. (b) 1. shall result in an increase of one within range pay step subject to the maximum of the pay range effective the beginning of the pay period closest to the completion date of the first 6 months of service in the position.

(3) A career executive reassignment to a position allocated to a lower class shall result in the red circling of the employee's pay rate and the provisions of s. ER 29.025 shall apply.

(4) The pay rate upon a career executive voluntary movement to a position allocated to a lower class shall be established by the appointing authority and may be at any rate which is not greater than the last rate received by the employee.

History: Cr. Register, March, 1974, No. 219, eff. 4-1-74; am. (1) to (3), r. (4), renum. (5) to be (4) and am., Register, February, 1981, No. 302, eff. 3-1-81; am. (3) and (4), Register, February, 1983, No. 326, eff. 3-1-83; renum. from ER-Pers 30.09 and am. (intro.), (2) to (4), Register, May, 1988, No. 389, eff. 6-1-88.