

Chapter ER-Pers 14

PROMOTION

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Note: Chapter Pers 14 was renumbered Chapter ER-Pers 14, effective March 1, 1983.

ER-Pers 14.01 Definition. History: Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. Register, February, 1981, No. 302, eff. 3-1-81; am. Register, February, 1983, No. 326, eff. 3-1-83; r. Register, May, 1988, No. 389, eff. 6-1-88.

Note: See ER-Pers 1.02 (27) for a definition of promotion.

ER-Pers 14.015 Policy. Promotional appointments shall be made so as to contribute to a competent and balanced workforce.

History: Cr. Register, February, 1981, No. 302, eff. 3-1-81.

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

(2) The appointment of a former employe who previously had permanent status in class to a position in a higher classification than the employe's former class, after a break in service not covered by leave of absence provisions of ch. ER 18 or a collective bargaining agreement, or the layoff provisions of ch. ER-Pers 22 or a collective bargaining agreement, shall be considered an original appointment.

(3) The permissive appointment of an employe to a different position in a higher class than the highest position currently held in which the employe has permanent status in class, when the employe has reinstatement eligibility to the higher class, is a reinstatement, except as provided in sub. (5).

(4) The appointment of an employe to a different position in a higher class than the highest position currently held in which the employe has permanent status in class, when the employe has restoration rights to the higher class, is a restoration.

(5) The permissive appointment of an employe to a different position in a higher class than the highest position currently held in which the employe has permanent status in class, when the employe has been certified from a register as eligible for appointment, is a promotion when the position is in a class, class subtitle or progression series in which the employe has not previously attained permanent status in class. Such appointments are reinstatements when the employe is appointed on the basis of qualifying for the position other than as a result of being certified as eligible for appointment from a register.

(6) For provisions relating to the appointment of persons or employes to positions classified as trainee, see s. ER-Pers 6.12.

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. Register, February, 1981, No. 302, eff. 3-1-81; am. (2), renum. (3) to be (6) and am., cr. (3) to (5), Register, May, 1988, No. 389, eff. 6-1-88.

ER-Pers 14.03 Kinds of promotion; status and rights. (1) **PROMOTION WITHIN THE SAME AGENCY.** In accordance with s. 230.28 (1), Stats., the promoted employe shall be required to serve a probationary period. At any time during this period the appointing authority may remove the employe from the position to which the employe was promoted without the right of appeal and shall restore the employe to the employe's former position or a similar position and former rate of pay, as determined under s. ER 29.03 (7) (a). Any other removal, suspension without pay, or discharge during the probationary period shall be subject to s. 230.44 (1) (c), Stats. If the position to which the employe has restoration rights has been abolished, the employe shall be given consideration for any other vacant position in the same or counterpart pay range for which the employe is determined to be qualified by the appointing authority to perform the work after being given the customary orientation provided for newly hired workers. If no such vacant position exists, the employe shall be treated as if he or she had been restored to the position held prior to promotion and the provisions for making layoffs under ch. ER-Pers 22 shall apply.

Note: For pay on promotion, new promotion and restoration, see ss. ER 29.03 (4) (b), (4) (c) and (7) (a), respectively.

(2) **PROMOTION BETWEEN AGENCIES.** In accordance with s. 230.28 (1), Stats., the promoted 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 s. 230.28 (3), 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; am. Register, February, 1981, No. 302, eff. 3-1-81; am. (1), Register, May, 1988, No. 389, eff. 6-1-88.

ER-Pers 14.04 Pay on promotion. See s. ER-Pers 29.03 (4) (b).

History: Cr. Register, October, 1972, No. 202, eff. 11-1-72; am. Register, September, 1975, No. 237, eff. 10-1-75; r. and recr. Register, February, 1981, No. 302, eff. 3-1-81.

ER-Pers 14.05 Pay on new promotion. See s. ER-Pers 29.03 (4) (c).

History: Cr. Register, September, 1975, No. 237, eff. 10-1-75; am. Register, December, 1976, No. 252, eff. 1-1-77; r. and recr. Register, February, 1981, No. 302, eff. 3-1-81.