

123:1-31-02

**Step reduction.**

- (A) For purposes of this rule, "step reduction" means reducing an employee one step in the applicable pay table for purposes of calculating the employee's compensation.
- (B) At the appointing authority's discretion, an employee may receive a step reduction as a form of progressive discipline. This form of discipline ~~shall~~ is only to be imposed as an alternative to termination and ~~shall~~ will not interfere with the employee's normal step anniversary.

Effective: 7/31/2023  
Five Year Review (FYR) Dates: 5/15/2023 and 05/15/2028

CERTIFIED ELECTRONICALLY

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Certification

07/20/2023

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Date

Promulgated Under: 119.03  
Statutory Authority: 124.09(A)  
Rule Amplifies: 124.34  
Prior Effective Dates: 07/01/2006