

## Technical Adjustments to the Pay Plan

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**Policy**

Technical adjustments to the pay plan are refinements to the pay system approved by the State Human Resources Commission that include, but are not limited to, such actions as:

- establishing special pay plans,
- renumbering salary ranges,
- changing the length of salary ranges, and
- adding or deleting salary ranges.

This type of change is not directly related to current labor market fluctuations, and therefore is not defined as a Salary Range Revision. Neither are technical changes related to position classification changes, and therefore are not Reallocations.

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**Salary Rate**

Technical adjustments to the pay plan do not create entitlement or authorization to change individual employee salaries.

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