2 DEFINITION OF TERMS

Reclassification, Downward (PSS Salary Grades). The change of the title of an employee's current position to a title of a different class or salary grade having a lower salary range maximum is termed a downward reclassification.

Reclassification, Lateral (PSS Salary Grades). The change of the title of an employee's current position to a title of a different class having the same salary range maximum is termed a lateral reclassification.

Reclassification, Upward (PSS Salary Grades). The change of the title of an employee's current position to a title of a different class or salary grade having a higher salary range maximum is termed an upward reclassification.

Regrading (MSP and SMG Salary Grades). An action to move an employee's current position to a different salary grade based on market analysis or job evaluation.