

Movements - Promotion/Lateral/Demotion

Promotion examples:

Stocking Team Associate (TA5) moves to a Stocking Team Lead (TL3, pay range \$20-\$29). A 10% increase is less than the increase to minimum.

Current base pay	\$15.00
10% increase	+\$1.50
<i>OR</i>	
Increase to minimum	+\$5.00
New base pay	\$20.00

Stocking Team Associate (TA5) moves to Specialty Supervisor (SUP, pay range \$16-\$25). A 10% increase is greater than the increase to minimum.

Current base pay	\$15.22
10% increase	+\$1.52
<i>OR</i>	
Increase to minimum	+\$0.78
New base pay	\$16.74

Supercenter Food & Consumables Team Associate (TA4) moves to Frontend Team Lead (TL1, pay range \$18-\$27). A 10% increase is less than the increase to minimum.

Current base pay	\$14.00
10% increase	+\$1.40
<i>OR</i>	
Increase to minimum	+\$4.00
New base pay	\$18.00

Neighborhood Market Deli/Bakery Team Associate (TA3) moves to Supercenter Deli/Bakery Team Associate (TA6, pay range \$15-\$21). A 10% increase is greater than the increase to minimum.

Current base pay	\$15.00
10% increase	+\$1.50
<i>OR</i>	
Increase to minimum	+\$0.00
New base pay	\$16.50

Promotion examples (*continued*):

Neighborhood Market Frontend Team Associate (TA1) moves to a Neighborhood Market Frontend Academy Trainer (SUP, pay range \$16-\$25). A 10% increase is greater than the increase to minimum.

Current base pay	\$15.00
10% increase	+\$1.50
<i>OR</i>	
Increase to minimum	+\$0.00
New base pay	\$16.50

Lateral examples:

Neighborhood Market Deli Team Associate (TA3) moves to another Neighborhood Market Deli Team Associate (TA3) role. No change in base pay.

Current base pay	\$14.00
Increase to minimum	+\$0.00
New base pay	\$14.00

Frontend Team Associate (TA1, current min \$12) moves to another store as a Frontend Team Associate (TA1, new min \$13). Pay will increase to the new minimum.

Current base pay	\$12.00
Increase to minimum	+\$1.00
New base pay	\$13.00

Supercenter Frontend Team Associate (TA1, current max \$20) moves to another store as a General Merchandise Team Associate (TA1, new max \$19). No change in base pay.

Current base pay	\$20.00
No Cap at Max	-\$0.00
New base pay	\$20.00

Optometric Assistant moves to General Merchandise Team Associate (TA1, current max \$18). Pay is reduced to maximum.

Current base pay	\$18.84
Reduce to new maximum	-\$0.84
New base pay	\$18.00

Neighborhood Market Frontend Academy Trainer (SUP) moves to a Supervisor role (SUP). No change in base pay.

Current base pay	\$17.00
Increase to minimum	+\$0.00
New base pay	\$17.00

Demotion Within 12 Months of a Promotion

A Stocking Team Associate promoted to Stocking Team Lead and then demotes to Frontend Team Associate within 12 months of their promotion.

Stocking Team Associate	\$17.00
Promotion to Stocking Team Lead	\$20.00
Step 1: Remove promotional increase to Stocking Team Lead	-\$3.00
Base Rate After Step 1	\$17.00
Step 2: Apply demotion (-5% for a one-level or -10% for a two-or-more-level demotion)	-\$1.70
New base pay	\$15.30

Stocking Team Lead (TL3) moves to Stocking Team Associate (TA5, pay range \$15-\$21).

A 10% decrease is less than a decrease down to maximum so pay is reduced to the maximum.

Current base pay	\$25.00
10% pay reduction, 2+ level demotion	-\$2.50
<i>OR</i>	
Reduce to new maximum	-\$4.00
New base pay	\$21.00

Service Technician (AC2) moves to a Service Writer/Greeter (AC1) (pay range from \$12.50-\$19.50). A 5% decrease is greater than a decrease down to the maximum.

Service Technician base pay	\$19.75
5% pay reduction, 1 level demotion	-\$0.99
<i>OR</i>	
Reduce to new maximum	-\$0.25
New base pay	\$18.76

Supercenter Deli/Bakery Team Associate (TA6) moves to Neighborhood Market Deli/Bakery Team Associate (TA3, pay range \$14-\$20). A 10% decrease is within the new pay range.

Current base pay	\$16.00
10% reduction, 2+ level demotion	-\$1.60
<i>OR</i>	
Reduce to new maximum	-\$0.00
New base pay	\$14.40

Neighborhood Market Stocking Academy Trainer (SUP) moves to Stocking Team Associate (TA5, pay range \$15-\$21).

A 10% decrease is within the new pay range.

Current base pay	\$17.00
10% reduction, 2+ level demotion	-\$1.70
<i>OR</i>	
Reduce to new maximum	\$0.00
New base pay	\$ 15.30

Demotion Examples (*continued*):

Academy Coordinator (SUP) moves to Supercenter Deli/Bakery Team Associate (TA6, pay range \$15-\$21). A 10% decrease is within the new pay range.

Current base pay	\$17.22
10% decrease, 2+ level demotion	\$1.72
OR	
Reduce to new maximum	\$0.00
New base pay	\$15.50

Supercenter Meat & Produce Team Associate (TA5) moves to Neighborhood Meat & Produce Team Associate (TA2, pay range \$12-\$18). A 10% decrease is within the new pay range.

Current base pay	\$14.50
10% reduction, 2+ level demotion	\$1.45
OR	
Reduce to new maximum	\$0.00
New base pay	\$13.05

Stocking Team Associate demotes (TA5) to Frontend Team Associate (TA1, pay range \$12-\$18). A 10% decrease is within the new pay range.

Current base pay	\$15.00
10% reduction, 2+ level demotion	\$1.50
OR	
Reduce to new maximum	\$0.00
New base pay	\$13.50

Frontend Team Lead moves to Deli/Bakery Team Associate (pay range \$15-\$21). A 10% decrease is less than a decrease down to maximum so pay is reduced to the maximum.

Current base pay	\$24.00
10% reduction is greater than max	\$2.40
OR	
Reduce to new maximum	\$3.00
New base pay reduced to new GL max	\$21.00

Please refer to the [Walmart Facility Non-Exempt Associate Pay Plan](#) for specific guidelines.

For questions, please contact People Services at **1-800-530-9929**, option 4 or submitting a request <https://walmartglobal.service-now.com/people>.