



OTHER THAN "A" STEP REQUEST

The Board of Supervisors, on November 13, 1990, asked to receive consistent information from Department Heads who request to hire a new employee at other than "A" step of the classification range. Board policy cites that "A" step is the normal and desired starting point in a classification unless compelling* reasons exist to start an individual at a higher step.

*Please note that the Board has previously provided direction that a pay disparity between Tehama and other counties is not, in and of itself, a sufficient compelling reason to start an employee at higher than "A" step.

FROM: Dave Kain, Sheriff-Coroner
TO: Board of Supervisors/Personnel Office

RE: Request to hire an applicant in the following classification:
Deputy Sheriff I at other than "A" step.

Please answer the following questions so that the Board may more objectively assess the request. Send the completed form along with the Agenda Request Form to the Personnel office, allowing sufficient time for review and approval/disapproval prior to the anticipated hiring date. Requests for "C" step or above will be referred to the Board of Supervisors on the regular agenda for their consideration. Requests for "B" step will be placed on the consent agenda for approval.

1. \$ 29.54 hr Step 1 Range 36 Request: \$ 34.20 hr Step 4 Range 36

2. Total applications received during recruitment for this position: 5
Total number of "qualified" applicants: 4

3. Justification for requesting higher step than A:

The selected candidate for this position has prior experience in the Law Enforcement field. From January 2022 – April 2023 the candidate worked as a sworn Corrections Deputy. The candidate learned and applied all phases of custody to include inmate supervision, arrest & control techniques, de-escalation, inmate behavior, chain of command, cpr, searches, institutional security, interviews & interrogation, radio procedures, and basic law enforcement rules & regulations. The candidate also worked for an allied Police Department June 2023 – February 2024 as a Police Officer handling general calls for service, investigations, interviewing & interrogation, issue citations, arrest & control, public disputes, public safety, writing reports, chain of command, evidence, self-defense training, firearm proficiency, and emergency vehicle operation.

The candidate possesses POST certification, bachelor's degree in criminal justice, and additionally completed over 60 college units at local jr. college.

The candidate's training and experience exceeds the minimum qualifications of the classification and justifies placement at Range 36, step 4 within the Deputy Sheriff Association (DSA).

4. How has the Department budgeted for this additional cost?

The department has budgeted for this position as part of the position allocation list and will not place the department over the approved budget.

A handwritten signature in blue ink, appearing to be 'JF', is positioned above a horizontal line.

Department Head Signature