



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: Jennifer Crane, Accountant I
TO: Board of Supervisors/Personnel Office

RE: Request to hire an applicant in the following classification:
Deputy Sheriff 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. \$ 34.43 Step 1 Range 40 Request: \$ 41.85 Step 5 Range 40

2. Total applications received during recruitment for this position: 2
Total number of "qualified" applicants: 1

3. Justification for requesting higher step than A:

The selected candidate is a POST Academy graduate and POST-certified Peace Officer with 21 years of combined law enforcement experience gained through allied agencies and service in the United States Marine Corps. The candidate offers extensive expertise in rural crime investigations, SWAT operations, and narcotics enforcement, along with demonstrated strengths in team communication, operational coordination, and the effective use of law enforcement records management systems. In addition, the candidate has a proven track record of collaboration with the community and local, state, and federal law enforcement partners.

The combination of his training and experience justifies the increase to Step 5. The hiring of this employee is a benefit to the Tehama County Sheriff's Office and the community we serve.

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 approved budget.

I hereby certify that to the best of my knowledge, the information provided above is a true and accurate representation of all the material facts which should be considered with this request.



Department Head Signature