

## 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 <u>compelling</u>\* 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:	Described Over the Community of the Comm
TO:	Board of Supervisors/Personnel Office
RE:	Request to hire an applicant in the following classification:  D.A. Investigator II - EH at other than "A" step.
form alon approval/d	swer the following questions so that the Board may more objectively assess the request. Send the completed ag with the Agenda Request Form to the Personnel office, allowing sufficient time for review and disapproval prior to the anticipated hiring date. Requests for "C" step or above will be referred to the Board or the regular agenda for their consideration. Requests for "B" step will be placed on the consent agenda for
1. \$	38.95 Step A Request: \$ 47.35 Step <u>E</u>
	al applications received during recruitment for this position:  al number of "qualified" applicants:  1
The cand was emp as the Ch worked r candidate eventuall April of 2 local com 4. How h Savings in Step E. Th office. Th	didate has nearly 30 years of law enforcement experience, most of which was gained while he loyed with the City of Red Bluff. The candidate spent the last 10 years of his career working nief of Police for the Red Bluff Police Department. During the candidate's career the candidate multiple positions in law enforcement including detective and detective supervisor. The e was promoted through the ranks of the department and given increasing responsibility, by promoting to Chief of Police. The candidate honorably retired from the department in 2025. The combination of this candidate's experience and his dedicated years of service to our munity easily justify hiring him at higher than step A salary range.  as the Department budgeted for this additional cost?  In the Extra Help budget allows the TCDA to hire the candidate as Extra Help employee at the candidate will be replacing a D.A. Investigator, EH who recently left employment with our see candidate will be in this position for a limited term to assist our Department as we have used a shortage of fulltime and extra help employees.

The candidate will start this position effective November 19, 2025.

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

Department Head Signature