



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:

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.

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. \$ 38.95 Step A Request: \$ 47.35 Step E

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

3. Justification for requesting higher step than A:

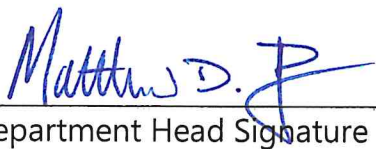
The candidate has nearly 30 years of law enforcement experience, most of which was gained while he was employed with the City of Red Bluff. The candidate spent the last 10 years of his career working as the Chief of Police for the Red Bluff Police Department. During the candidate's career the candidate worked multiple positions in law enforcement including detective and detective supervisor. The candidate was promoted through the ranks of the department and given increasing responsibility, eventually promoting to Chief of Police. The candidate honorably retired from the department in April of 2025. The combination of this candidate's experience and his dedicated years of service to our local community easily justify hiring him at higher than step A salary range.

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

Savings in the Extra Help budget allows the TCDA to hire the candidate as Extra Help employee at Step E. The candidate will be replacing a D.A. Investigator, EH who recently left employment with our office. The candidate will be in this position for a limited term to assist our Department as we have experienced 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.

A handwritten signature in blue ink, appearing to read "Matthew D. P.", is written over a horizontal line.

Department Head Signature