



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: Environmental Health Department

TO: Board of Supervisors/Personnel Office

RE: Request to hire an applicant in the following classification:
Environmental Health Aide 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. \$ 22.63 Step **A** Request: \$ 23.76 Step **B**
2. Total applications received during recruitment for this position: 7
Total number of "qualified" applicants: 1
3. Justification for requesting higher step than A:

Applicant exceeds requirements for step A placement. Position calls for an Associates degree, but the applicant is close to obtaining a BS degree. Also, applicant has experience with hazardous materials.

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

Salary savings from unfilled positions

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 cursive script, appearing to read "Tim Brute", is written over a horizontal line.

Department Head Signature