



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:

Wildlife Specialist/Liaison 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. \$ 33.59 Step A Request: \$ 35.27 Step B

2. Total applications received during recruitment for this position: 8

Total number of "qualified" applicants: 6

3. Justification for requesting higher step than A:

- Minimum of 3 years of experience in biological or physical science related fields – **candidate 20+ years**
- Minimum of 1 year experience as program lead or manager – **candidate 20+ years**
- Minimum of 5 years of experience hunting or trapping – **candidate 20+ years**

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

Funding for this position is available through salary savings within the department's existing FY 25/26 budget.

Department Head Signature