

PERSONNEL – Series 4000

- 4400 THE MERIT SYSTEM
- 4490 WAGE AND SALARY PROVISIONS
- 4491 APPLICATION OF SALARY SCHEDULES
- 4491.1 Initial Placement

- A. New employees shall be placed in the salary range for the classification into which they are being hired, in accordance with established policies. Factors that may be considered in initial step placement include the new employee's education and experience, internal pay equity, recruitment difficulties, and labor market conditions.
- B. Initial salary placement at a step higher than the first step of the salary range may be made upon the written recommendation of the program manager, concurrence of the County Superintendent or designee, and approval by the Director, Human Resources.

Reference:

Education Code Sections 45260-45261

Date Approved: January 12, 1976
Date(s) Revised: March 31, 1994
October 26, 2017
December 16, 2021