

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: County Counsel

TO: Board of Supervisors/Personnel Office

RE: Request to hire Daniel Klausner in the following classification:  
Deputy County Counsel II 83 C 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. \$ 6,126 "A" Step Request \$ 6,762 "C" step
2. Total applications received during recruitment for this position: 15  
Total number of "qualified" applicants: 5
3. Would this individual accept the position at A step?

The applicant has requested that he be brought in at C step in recognition of his experience and having obtained an advance degree – a master of laws degree in dispute resolution. Pending board consideration of the request a formal offer of employment has not been made.

4. Justification for requesting higher step than A:

Mr. Klausner has an advanced law degree, a master of laws degree in dispute resolution from Pepperdine University, and has been a practicing attorney since 2013. His experience and advance degree will be a benefit to the office as we move forward in building an effective legal team in the County Counsel's office to serve the County.

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

The Department has salary savings and sufficient funds in its budget.

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.

  
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Department Head Signature