

PERSONNEL – Series 4000

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

- A. New employees shall normal be hired at the first step of the salary range for the class. In case of recruitment difficulties due to labor market conditions or eligibles with job-related qualifications significantly exceeding the minimum qualification for the class, the Superintendent or designee may employ personnel at any step in the salary range for the class.
- B. The initial salary placement at a higher step will be made upon the written recommendation of the program manager, approval of the Superintendent or designee, and verification by the Director, Human Resources

Reference:

Education Code Sections 45260-45261

Date Approved: January 12, 1976  
Date(s) Revised: March 31, 1994  
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