

ATTACHMENT A

A.1.11 Non-Elected Unit Y Salary Steps

A.1.11.2 Increases within Salary Range

Effective January 1, 2022, ~~An~~ employee will be eligible for advancement to the next higher step in the salary range of his/her classification upon completion of ~~twenty-four~~~~twelve~~ (1224) months (~~4,160 hours~~~~2,080~~) of continuous service in his/her classification in a full-time permanently authorized position. The date of eligibility for advancement of a Unit Y employee to a higher step shall be determined by the time served since the employee's most recent date of appointment to his/her current step.

The step advancement shall be effective at the beginning of the pay period within which the employee becomes eligible for the step advancement. If the County Administrative Officer determines that an employee failed to receive a step advancement on the date on which he/she was otherwise eligible due to administrative or clerical error, the Auditor-Controller is authorized and directed to pay the employee the amount he/she would have received if the error had not been made. An employee in a broadbanded classification shall not be eligible for regularly scheduled step increases. Rather, the salary of such an employee shall be adjusted upward or downward in the broad range subject to the discretion of the appointing authority based on performance and/or market factors of the applicable survey classification.

Added 12/5/06; 06-018

Amended 9/25/07; 07-029

Amended 6/14/11; 11-173

Amended re broadbanded: 2/14/12; 12-036

Amended; 02/08/22; xx-xxx

ATTACHMENT A

A.1.11 Non-Elected Unit Y Salary Steps

A.1.11.2 Increases within Salary Range

Effective January 1, 2022, an employee will be eligible for advancement to the next higher step in the salary range of his/her classification upon completion of twelve (12) months of continuous service in his/her classification in a full-time permanently authorized position. The date of eligibility for advancement of a Unit Y employee to a higher step shall be determined by the time served since the employee's most recent date of appointment to his/her current step.

The step advancement shall be effective at the beginning of the pay period within which the employee becomes eligible for the step advancement. If the County Administrative Officer determines that an employee failed to receive a step advancement on the date on which he/she was otherwise eligible due to administrative or clerical error, the Auditor-Controller is authorized and directed to pay the employee the amount he/she would have received if the error had not been made. An employee in a broadbanded classification shall not be eligible for regularly scheduled step increases. Rather, the salary of such an employee shall be adjusted upward or downward in the broad range subject to the discretion of the appointing authority based on performance and/or market factors of the applicable survey classification.

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