

5.7 CLASSIFICATION AND PAY ADMINISTRATION

A new employee normally is hired at the lowest level of pay for the position to which he or she is assigned. A new employee may not be hired above this level without specific approval by the Commissioners Court. In determining an employee's starting salary, the following factors will be considered:

1. The applicant's knowledge, experience, and education as compared to the minimum qualifications for the job;
2. If the employee is a rehire of the county, the previous salary he or she earned prior to leaving employment, as well as additional experience and knowledge gained subsequent to his or her prior service with the county; and
3. Any unusual external market factors affecting the job.