SUMMARY OF 2014 PROPOSED REVISION TO PERSONNEL POLICIES AND PROCEDURES

September, 2014

Section	Proposed Change	Reason for Change
4.10	This section of the Policy is suspended pending replacement with a Career Development Program inclusive of all employees under the Uniform Plan, not just selected employees. The intent is to ensure the opportunity to participate in career development is uniform, fair and equitable among all employee classes, not just restricted to Constitutional Offices.	Develop a replacement program which is broader and more inclusive.

PROPOSED

REVISION TO COUNTY PERSONNEL POLICIES AND PROCEDURES
September, 2014

Italics = new language
~~Strikethrough~~ = language to be deleted

~~4.10 CAREER DEVELOPMENT INCREASES~~

~~A. Constitutional Offices/State Agencies:~~

~~Career development increases require that the employee has met certain criteria "above and beyond" normal job duties, through continuous education and professional standards achievements. The intent of this program would be to award an increase to the employee without penalizing his/her current salary status with the County. Therefore, the following criteria are established:~~

~~An individual who currently earns more from the County (with any County supplement) than the State compensated salary (with any State across-the-board increments) would receive the full allotted increase, due to qualifying for a Career Development increase in salary, to the individual's County salary. This would not include any across-the-board State increments not associated with a Career Development increase, generally effective December 1, as they would be considered a revenue offset.~~

~~An individual who currently earns less from the County (with the County supplement) than any new State compensated minimum salary would receive the amount of the State across-the-board increase and the full allotted increase for the Career Development in addition to the State salary, plus the addition of any County supplement being paid prior to receiving the Career Development increase. In this case, the individual must receive the across-the-board increment because the County cannot pay the individual less than the new State salary, and the supplement cannot offset it in order to keep with the above philosophy.~~