

Current Position	Hourly Rate	Previous Annual Rate	Transferring Position	Pay Grade/Step	Position #	New Annual Rate	Salary Savings	Decrease of Pay
Jail Administrator	50.95	105,969.55	reclassifying to Captain	E11	020-494-001	\$90,982.58	\$14,986.97	14%
Captain	41.66	86,649.89	Lieutenant (Corrections)	LE12-17	020-430-002	\$79,518.40	\$7,131.49	8%
Lieutenant (Corrections)	29.55	61,464.00	moving to Patrol - SO	LE9-13	017-468-081	\$57,928.00	\$3,536.00	6%
							\$25,654.46	Salary Savings

Minimum E13	\$73,610.44	\$99,264.90	Potential for New Jail Administrator with CCT approval
	\$4,416.63		6% above minimum
	\$78,027.07		starting with no CCT approval
Midpoint	\$89,804.74		
	\$95,193.02		6% above midpoint needs CCT approval
Maximum	\$105,969.59		

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1.10 CLASSIFICATION PLAN	1.12 STARTING WAGE & CHANGE OF WAGE
<p>The County maintains a classification plan, which assigns each class of positions to a pay group based on the principle of equity among positions requiring similar knowledge, skills, and abilities and having similar levels of responsibility. Classification of jobs is done for the position and not for the person currently filling or being considered for a job. A job description is a written description of the duties, responsibilities, reporting relationships, and requirements for a position. A pay plan is a document that assigns dollar values to each job class, groups classes into pay grades, and arrays pay grades on a pay schedule showing salary and wage steps and ranges for each grade.</p>	<p>1. A new employee will be hired at the entry level/minimum salary of the pay group to which the position is assigned. However, elected officials or department heads may hire a new non-exempt employee at a Step 2 and a new exempt employee at a 6% increase over the minimum starting wage in a pay group without Commissioners Court approval provided the department budget does not require an increase to accommodate it (must be verified by the Auditor and documented) and there is ample justification to warrant such action. Any deviation to this policy must be approved by Commissioners Court.</p> <p>2. All pay increases/decreases for promotions, demotions, and transfers that occur during the middle of a pay period will be effective on the first day of the following pay period.</p>

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