

Margarita Gomez

From: Ernesto Guajardo
Sent: Monday, April 09, 2018 11:29 AM
To: Elected Officials; Department Heads
Cc: Margarita Gomez; Esmeralda Vasquez; Jeanie Salazar; Cynthia Gamboa; Gabriela Silva
Subject: Policy Modification

Good Morning,

On September 25th, 2017, the Commissioners Court approved a modification of the Webb County Government Classification/Step Increase Policy which was to be implemented starting on April 1, 2018.

❖ Policy as of April 1, 2018

Grade		Steps
5-15	Discretion to Hire up to 5 Steps into the Grade	A,B,C,D,E
16-20	Discretion to Hire up to 8 Steps into the Grade	A,B,C,D,E,F,G,H
21-28	Discretion to Hire up to 10 Steps into the Grade	A,B,C,D,E,F,G,H,I,J

Although our present policy states that any salary adjustments regarding discretionary steps must first be submitted to Human Resources for review and evaluation prior to Commissioner’s Court consideration for approval by February 1st, the Court approved extending the deadline to April 16, 2018. Modification of the Webb County Government Classification/Step Increase Policy submitted on this revised deadline will be implemented starting on May 4, 2018. Please submit recommended step increases that you may recommend for your staff in the effected Steps 16-20.



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