

January 25 Employee applies for position

O/A February 5 Constable Pct. 1 asks HR via telephone if a Deputy from Sheriff's Office is hired with Constable Pct. 1 is treated as a "lateral transfer". HR confirms "lateral transfer" resulting in transfer of salary – Employee is informed of no change to salary

February 6 Employee is selected and is asked to visit the HR Office to proceed with hiring

February 7 Employee reports to HR Office to proceed with HR protocol

February 8 HR informs Constable Pct. 1 employee is "Eligible"

February 9 Employee submits "transfer" letter to Sheriff's Office, as recommended and requested by HR and subsequently being

February 12 Employees begins working with Constable Pct. 1

February 13 HR follows up with Constable Pct. 1 and informs department of employee's salary change stating, "hourly rate would be need to be 16/W \$24.27" (resulting in a .03c increase, due to wage plan)

February 23 County Treasurer, County Auditor, Court Administrator, HR Director and staff, Cmsr. Galo, County General Counsel, and Constable Pct. 1 meet to discuss issue with hire. It is discussed that employee relied on verbal agreement of "lateral transfer" resulting in transfer of salary.