

PERSONNEL DEPARTMENT POLICY
San Luis Obispo County

Topic: Salary Placement from Open Eligible Lists	
Subject: Compensation	Revised: March 2005
CSC Rule: 2.35, 7.05	Approval: _____
Location: P:\PERSONNEL DEPT. POLICIES - 2004\Final Policies 2004\COMPENSATION\Salary Placement from Open- Only Eligible Lists.doc	Date: _____
	Note: Original signed copy on file in Personnel Department.

When a permanent County employee competes in an Open examination, Rule 7.05 indicates that the examination process is one in which "employees and outside applicants compete on an equal basis, and priority in certification is based solely on the relative score of successful candidates."

When the Open Only examination process is completed, salary placement for PROMOTIONS is guided by the definition in Rule 2.35, which indicates a promotion is "advancement from a position in one class to a position in another class which has a **higher** salary range." Specific salary placement is covered in salary ordinance section 2.48.030(d) for non-management classes, and 2.48.034(d)(5) for management/confidential classes. Both of these sections direct that for promotions a **salary increase** must be provided within the parameters of the respective sections. In other words, a County employee competing as an open candidate for an exam is still treated as a promotional candidate for salary placement if appointed to the position as long as the salary range of the entering classification is higher.