

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 3. EMPLOYEE COMPENSATION

3.2 COMPENSATION

APPLICATION

THIS POLICY SHALL APPLY TO ALL COUNTY EMPLOYEES. COMPENSATION FOR LAW ENFORCEMENT EMPLOYEES SHALL BE HANDLED IN ACCORDANCE WITH THE POLICIES ESTABLISHED IN THE SHERIFF'S OFFICE WITH THE APPROVAL OF THE COMMISSIONER'S COURT.

SALARY EMPLOYEES

ALL COUNTY **NON EXEMPT** EMPLOYEES SHALL BE PAID BI-WEEKLY AT **AN HOURLY RATE**. FOR FULL TIME REGULAR EMPLOYEES, THE BI-WEEKLY SALARY COMPENSATES THE EMPLOYEE FOR EACH HOUR WORKED UP TO 40 IN ANY WORKWEEK.

SALARIED **EXEMPT** EMPLOYEES SHALL BE PAID 1/26TH OF THEIR ANNUAL SALARY ON EACH PAY DAY.

PART TIME EMPLOYEES

FOR ONGOING PART-TIME REGULAR EMPLOYEES (NORMAL WORK ASSIGNMENT IS LESS THAN ~~40~~ **30** HOURS PER WEEK, (SEE CLASSIFICATION OF EMPLOYMENT 4.1). THE HOURLY PAY RATE COMPENSATES THE EMPLOYEE FOR EACH HOUR WORKED. PART TIME EMPLOYEES ARE NOT ELIGIBLE FOR BENEFITS (SEE BENEFITS, SECTION 6).

TEMPORARY EMPLOYEES

THE DESIGNATION OF TEMPORARY EMPLOYEE APPLIES TO THOSE WHOSE WORK IS LIMITED TO A SPECIFIC ASSIGNMENT (SEE CLASSIFICATION OF EMPLOYMENT 4.1). TEMPORARY EMPLOYEES SHALL BE PAID HOURLY AT THE MINIMUM WAGE ESTABLISHED BY THE FAIR LABOR STANDARDS ACT, AS AMENDED. TEMPORARY EMPLOYEES ARE NOT ELIGIBLE FOR BENEFITS, EXCEPT FOR SOCIAL SECURITY. (SEE BENEFITS, SECTION 6).

NEW HIRE PAY GRADE AND STEP PLACEMENT

THE PAY OF NEW HIRES IS DETERMINED BY PLACEMENT IN THE PAY GRADE ASSIGNED TO THE POSITION. STEP PLACEMENT WITHIN THE GRADE IS BASED ON PREVIOUS JOB RELATED EDUCATION AND EXPERIENCE OF THE APPLICANT. INTERNAL EQUITY TO CURRENT DEPARTMENT EMPLOYEE PAY IS AN IMPORTANT CONSIDERATION IN DETERMINING THE PAY LEVEL OF A NEW EMPLOYEE.