




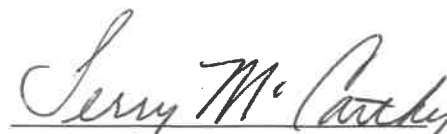
## COUNTY OF CARROLL OFFICE OF THE COMMISSIONERS

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### Starting Wage Adjustment Policy

- A. Purpose:**  
To provide the guidelines by which Carroll County adjusts its starting wage rates following a general Staff rate increase.
- B. Financial Impact:**  
An increase in the starting wage will only affect new hires who will be taking a position vacated by a departing Staff Member who necessarily would be at a higher rate of pay. A new hire would still reduce overall payroll expense even with the higher start rate.
- C. Process:**  
When there is a general Staff wage increase (typically as required by the Collective Bargaining Agreement) the starting wage shall be increased by an equal amount.
- D. Summary:**  
This policy allows Carroll County to adjust its starting wage rates in a very gradual and consistent fashion that maintains the difference between starting and experienced hourly rates for the same position. In addition, it improves our ability to attract new Staff to vacant positions. It will significantly reduce the likelihood of major future changes to pay rates in the form of disruptive market rate adjustments.
- E. Revision History:**  
1.0 5/27/2020 Policy Adopted

  
Amanda Bevard, Chairman

  
Terry McCarthy, Vice-Chairman

  
David Babson, Clerk