

Pay Range Maximum

Human Resources Policy- #311

Policy:

It is Davidson County's policy not to allow an Employee's salary to exceed the maximum of their assigned pay grade.

In cases where an employee is near the maximum of their pay range and a pay increase would push them over the maximum, their salary will be moved to the maximum of the pay range and then they will receive the remainder in a one-time payment.

If the employee is at or above the maximum of their pay range and they receive a pay increase they will receive the increase in a one-time payment.

The one-time payment will be issued at the same time as the pay increase or by the next pay period.

Scope:

This policy applies to all employees.

Document Change Record

Revision	Description
8-15-2023	Revised and Replaces Policy Within-Range Pay Increments