

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

STARTING RATE OF PAY

POLICY NO.	4.2	EFFECTIVE:	01/02/2024
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- A. The normal entry-level salary for appointment shall be the minimum rate of pay for the job classification assigned.
- B. Rate of starting pay for employees of Constitutional officers participating in the Unified Personnel plan shall be the greater of the approved state pay scale (if applicable) or the local pay scale, whichever is greater.
- C. Compensation may be established beyond the minimum step of the salary range, upon approval of the County Administrator if any of the following conditions exist:
 - 1. The qualifications of the applicant exceed the requirements for the class and those qualifications are relevant to the class duties;
 - 2. The applicant possesses qualifying experience gained in previous employment; or,
 - 3. Difficulty in recruitment requires payment of a higher rate.