

ITEM NO. 530 – Q

RE: **Recruitment Premium for the- class of Chief Toxicologist MP68**  
**Code: 1895**

EFF: June 20, 1986

Authorization is issued to pay a recruitment premium for the class of Chief Toxicologist in an amount not to exceed \$7,000 annually. This payment is in addition to the established salary range for the class.

Approval of a specific amount up to the \$7,000 limit is to be determined by the Department of Administrative Services based on current market conditions and the exceptional qualifications of the candidate. Documentation of the nature and extent of recruitment efforts must be submitted by the requesting agency along with verification of the candidate's' credentials and last rate of compensation. Payments shall be on a bi-weekly basis and the premium compensation shall continue as determined by the Commissioner of the Department of Administrative Services. This additional compensation is not subject to the position rate or maximum salary range limitation.

This action is necessary in order to meet an urgent recruitment difficulty being experienced by the Department of Health Services. Existing compensation rates are inadequate for attracting a qualified scientist-manager in a highly specialized field which has a major impact on public health. A class reevaluation to a level necessary to achieve competitiveness would create internal alignment problems and therefore does not represent a viable alternative.

The continuation of this premium is contingent upon periodic review by the Commissioner of the Department of Administrative Services.