

Per Court direction received on June 9, 2026, the following section will be added to the Brazos County Human Resources Interim Compensation Administration Guidelines (approved June 9, 2026):

4. Promotions to Higher-Level Positions

- Employees who are selected for and promoted into a position assigned to a higher pay grade may receive a promotional salary increase to recognize the additional duties, responsibilities, and accountability associated with the new position.

When an employee's current salary already exceeds the midpoint of the proposed pay grade for the new position, HR may recommend a promotional increase of up to 3%, provided sufficient funding is available or with budget amendment approval. The promotional increase is intended to recognize the advancement to a higher-level position and does not guarantee alignment to any specific point within the pay range.