



Policy Number: 4070
Policy Title: Employee Compensation

1. The Board shall set compensation ranges for employees that will recruit and retain qualified staff and review such compensation on an as needed basis. The Board shall determine employee compensation based upon the following parameters:
 - 1.1. All applicable federal, state and local laws and regulations shall be followed in the compensation of all District employees.
 - 1.2. Salaries shall be competitive, based upon experience and performance, with those of similar agencies regionally.
 - 1.3. Guidelines for determining competitive salary ranges for current employment positions shall be industry specific and may include but not be limited to salary surveys such as the ones provided by ACWA, AWWA or consultant surveys. Additionally, the maximum of salary ranges shall be set at the:

Mean of the maximum base salaries of the similar agencies and the minimum of each range shall be set 20% lower than the maximum.
 - 1.4. Employee placement in the salary range shall be at the discretion of the General Manager and be based on performance and experience.
2. In addition to salaried compensation provided to employees, other compensation may include but not be limited to the following:
 - 2.1. A certificate incentive program as outlined in the Employee Handbook may be included in compensation received by employees.
 - 2.2. On-call / Stand by pay as outlined in the Employee Handbook may be included in compensation received by employees.
3. Merit increases shall be given to employees at the discretion of the General Manager and shall be in conformance with guidelines provided in Policy #4070 items 1. through 1.4. The collective total salary increases of all employees shall be in conformance with the approved budget.
4. If an employee's salary is currently above the range established by this policy the current salary will not be reduced. The salary may be increased in the future as a result of cost of living, longevity and merit adjustments.
5. The salary of the General Manager shall be set by the Board.