



SALARY AND WAGES

PROCEDURES FOR ESTABLISHING EMPLOYEE COMPENSATION

1. Starting Compensation for New Employees:

- Compensation for new employees must be within the salary range established for that position.
- New employees will be offered a starting salary commensurate with their experience and education.
- The maximum starting compensation should be no greater than 90% of the upper range for the position, unless specifically approved by the Commission.

2. Merit Pay Raises

- Each year a merit pool is established as part of the budgetary process.
- Employees are eligible for merit raises based on prior year performance.
- New compensation cannot exceed the upper range established for the employee's position.