

Agenda Item – Policy 3415 – Compensation – Discussion/Action

Policy 3415 sets the basics for compensating our employees. With the State getting stricter about salary vs. hourly pay, most CSDs have moved to hourly compensation. Also moving Director Stipend to Payroll but still limited by LAFCO. This Policy is from CSDA's Policy manual. I have left the entire policy making the edits I thought applied to our CSD. I was going to make this a discussion only item but if you have thoroughly reviewed it and want to approve it we will be that much further along.

POLICY TITLE: Compensation
POLICY NUMBER: 3415

3415.1 This policy shall apply to all District employees.

3415.2 Compensation at Hiring.

3415.2.1 New Employees. All newly appointed employees shall be paid at the first step of the salary range for the position to which the employee is appointed except as provided elsewhere herein.

3415.2.2 Advanced Step Hiring. If the General Manager ~~for PERSONNEL DIRECTOR, etc.]~~ finds that qualified applicants cannot be successfully recruited at the first step of the wage range, he/she may request the Board of Directors to authorize an appointment at an advanced step of the wage range.

~~3415.2.3 Former Employees. A person who previously held a full time position from which the person was separated in good standing may, when re-employed in a position with the same or lower pay range than held at separation, be appointed at the same salary rate which was paid at the effective date of the person's termination, or the nearest lower applicable step for the range to which the person is appointed, provided such re-employment occurs within twelve (12) months from the date of said termination.~~

3415.3 Merit Advancement within Range.

3415.3.1 Performance Evaluation Required. The General Manager ~~for PERSONNEL DIRECTOR or other responsible managing employee]~~ shall authorize ~~a merit~~ merit advancement within the salary range ~~only~~ after evaluating the employee's performance and determining that it is satisfactory. This determination shall be noted on a performance evaluation form to be placed in the employee's file, with a copy given to the employee. ~~Directors increase is dependent on Directors being compliant with shall haveing completed all training and submitted any all forms required by LAFCO and Government Code law.~~

3415.3.2 Period of Employment Required for Merit Advancement. Unless otherwise specified herein, each employee shall, in addition to receiving a satisfactory performance evaluation, complete the following required time of employment to be eligible to receive a merit increase:

3415.3.2.1 New Employees. A person hired as a new employee shall have a merit advancement date which is ~~___6[six, 12, etc.]~~ months following the ~~appointment~~ hire date. Thereafter the merit advancement date shall be July 1.

~~3415.3.2.2 Promotion or Demotion. An employee who is promoted or demoted shall have a new merit advancement date which shall be one year from the date of promotion or demotion.~~

~~3415.3.2.3 Voluntary Demotion. An employee who voluntarily demotes to a position at a lower salary range shall have no change in merit advancement date.~~

~~3415.3.2.4 Change in Range Allocation. If the salary range for an employee's position is changed, the employee's merit advancement date shall not change.~~

~~3415.3.2.5 Position Reclassification. An employee whose position is reclassified to a position having the same or lower salary range shall have no change in merit advancement date. An employee whose position is reclassified to a position having a higher salary range shall have a new merit advancement date which is one year following the effective date of the position reclassification.~~

~~3415.3.2.6 Non-Merit Step Adjustments. An employee whose salary step is adjusted to a higher step for reasons other than regular merit advancement shall have a new merit advancement date effective one year from the date of said adjustment.~~

3415.3.3 Effective Date. An employee's merit increase shall take place on the first day of the pay period in which his/her merit advancement date falls. The General Manager ~~[or PERSONNEL DIRECTOR, etc.]~~ may delay authorizing the merit advancement up to 90 days beyond the employee's merit advancement date without affecting the normal merit advancement date. In case of such a delay, the employee's merit advancement shall be effective the first day of the pay period following the General Manager's ~~[or PERSONNEL DIRECTOR~~ or other responsible managing employee] authorization. If authorization for merit advancement is delayed beyond 90 days from the employee's merit advancement date, the employee shall not be eligible for a merit increase until his/her next normal merit advancement date.

3415.4 Promotion. Employees promoted to a position with a higher salary range may be paid either at the minimum rate of the new range or at the nearest higher rate that the employee would otherwise be entitled to on the date the promotion is effective, whichever is greater, provided that an employee promoted to a salary range in excess of one range above his/her former range shall receive no less than one range increase [or 3%, 5%, etc.], at the same step, in rate.

Newberry CSD Salary Schedule 2021/2022 -- Current

Position Title	Step A (As of 7/1/2021)	Step B	Step C	Step D	Step E	10 Years Service = Step E+5%	15 Years Service Step E+7.5%	20 Years Service Step E+10%
Board Secretary	2,000.00	2,100.00	2,205.00	2,315.25	2,431.01	2,552.56	2,613.34	2,674.11
General Manager	12,000.00	12,600.00	13,230.00	13,891.50	14,586.08	15,315.38	15,680.03	16,044.68
Office Assistant	8,500.00	8,925.00	9,371.25	9,839.81	10,331.80	10,848.39	11,106.69	11,364.98
Treasurer	4,500.00	4,725.00	4,961.25	5,209.31	5,469.78	5,743.27	5,880.01	6,016.76
Fire Dept. Office Administrator	9,000.00	9,450.00	9,922.50	10,418.63	10,939.56	11,486.53	11,760.02	12,033.51
Director	50.00	52.50	55.13	57.88	60.78	63.81	65.33	66.85

Salary Increases are dependent on Employee evaluation and taking training to further develop job skills

Proposed (Transition to Hourly)

Position Title	Current	2023		\$@6 hrs/ Week	\$@12 hrs/ Week	Yearly \$	Yearly \$	
		Minimum Wage	Range					
	If /Hr	Min	Max	6	12	Min	Max	
Board Secretary	\$6.41	\$15.50	\$15.50	\$23.62	\$93.00	\$186.00	\$9,672.00	\$14,738.88
General Manager	\$19.23	\$15.50	\$15.50	25.71	\$93.00	\$186.00	\$9,672.00	\$16,043.04
Office Assistant	\$13.62	\$15.50	\$15.50	\$23.62	\$93.00	\$186.00	\$9,672.00	\$14,738.88
Treasurer	\$14.42	\$15.50	\$15.50	\$23.62	\$93.00	\$186.00	\$9,672.00	\$7,369.44
Fire Dept. Office Administrator	\$14.42	\$15.50	\$15.50	\$23.62	\$93.00	\$186.00	\$9,672.00	\$14,738.88
Director	\$50.00		\$50	\$100				