

HIDDEN VALLEY LAKE COMMUNITY SERVICES DISTRICT

COMPENSATION POLICY

Purpose:

To ensure that compensation for Hidden Valley Lake Community Services District (District) positions aligns with our compensation philosophy and allows us to be competitive in recruiting and retaining competent personnel. To ensure that salary ranges and benefits are subject to independent comparison to positions in similar Public Agencies.

Policy:

It is the policy of the District to offer affordable total compensation package which supports our mission, attracts and retains skilled, capable personnel and affirms their value to the organization.

Procedure:

The District's Board of Directors will set total compensation, salary ranges and benefits. Salary ranges of the District's positions will be set at a level not to exceed the median market value of comparable positions in the region.

The District's Board of Directors will commission an independent salary survey to establish current median market value for each position every five years.

Board approved May 15, 2012

Revised August 21, 2012