

RESOLUTION 2012-07

A RESOLUTION AUTHORIZING ADOPTION OF EMPLOYEE COMPENSATION
POLICY

WHEREAS, the Hidden Valley Lake Community Services District (District) Board of Directors periodically establishes and revises District Personnel Policies, and

WHEREAS, the District Board of Directors desires to attract and retain competent personnel, and

WHEREAS, fair and reasonable compensation is one means of attracting and retaining competent personnel,

NOW THEREFORE, BE IT RESOLVED that the Hidden Valley Lake Community Services District shall:

- 1) Adopt a compensation policy that is affordable to the District and reflects the District's desire to attract and retain skilled personnel, and
- 2) Incorporate said compensation policy into the District's Personnel Policy Manual

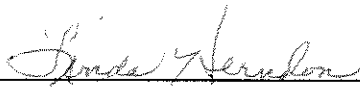
PASSED AND ADOPTED on May 22, 2012 by the following vote:

AYES: DIRECTORS FREEMAN, GRAHAM, LIEBERMAN, MIRBEGIAN AND HERNDON

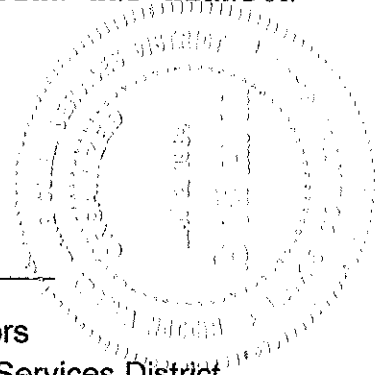
NOES: NONE

ABSTAIN: NONE

ABSENT: NONE



President of the Board of Directors
Hidden Valley Lake Community Services District



ATTEST:



Secretary to the Board of Directors
Hidden Valley Lake Community Services District

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 for District positions 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.