

SETTING OF SALARIES/BENEFITS
Effective Date: March 16, 2017
Approved By: Governing Board *JM*

SECTION 3.06
ORIGINAL DATE: November 19, 2015

POLICY:

The Governing Board recognizes that occasionally an applicant for an agency position will require a salary beyond the regular entry-level wage. These situations will normally arise as a result of applicant's previous work experience and salary history.

It is the policy of the Board that the Personnel Committee be empowered to negotiate starting salaries with prospective employees. However, the Board cautions that this flexibility should be exercised only when it is in the best interest of the agency; and the policy is brought forward only in recognition of the fact that as the agency has grown, a number of key positions have become relatively complex and perhaps require the skill of an experienced proven manager. Further, while it may be in the best interest of a particular program to hire an experienced individual requiring a negotiated program to hire an experienced individual requiring a negotiated salary is consistent with the salaries of experienced staff already working for the agency.

RESPONSIBILITIES:

It shall be the responsibility of the Personnel Committee to negotiate starting salaries upon the recommendation of the Executive Director for prospective agency employees as deemed necessary by the Committee. In the case of positions hired by the Executive Director, the Executive Director shall recommend to the Personnel Committee the situation, which s/he deems would require a salary negotiation. The Executive Director shall be responsible for documenting any negotiated starting salaries.