

Section	100 Personnel
Title	Compensation Plans/Pay Scales
Code	104
Status	Active
Adopted	

Authority

The Board shall approve compensation plans, individual contracts, and pay scales for management and seasonal employees.

Compensation rates will be established by the board during the budgeting process.

Application of Pay Scales

In general, all returning seasonal employees will be eligible for a step increase in pay for their 2nd and 3rd years of employment; years need not be consecutive, with steps reflecting years of service. Increases beyond year 3, will be made on a case-by-case basis under the discretion of the Board with input from the general manager.

In addition, newly hired lifeguards with previous experience may be awarded additional compensation based on their years of experience.

Returning employees who switch from one position to another may be eligible for step movement as per recommendation of the general manager.