

## TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 5.1

### COMPENSATION FOR NON-BARGAINING UNIT EMPLOYEES

**Philosophy:**

The Board recognizes individual contributions made by each of its employees and strives to compensate them fairly, equitably, and competitively within practical restraints. The Board's compensation system financially rewards the efforts of its hard working and productive employees, and constructively encourages others who must improve work efforts or job performance.

With this philosophy, the Board strives to provide excellent service to its enrollees and general public; to establish a productive and satisfying work environment; and to provide reasonable opportunity for its employees to receive a better living for themselves and their families.

**Responsibility for Administration:**

The Superintendent/designee shall be responsible for administering this compensation system in accordance with these policies.

Employees are expected to understand the Board's compensation philosophy and procedures by reviewing written policy and asking questions as necessary. The Superintendent/designee will make every reasonable effort to communicate these policies to encourage employee understanding and support.

**Contract Terms:**

Administrative and management staff shall be provided the opportunity to meet with the Superintendent upon initial employment and annually thereafter to review individual contract terms including pay increases, benefits, and other conditions of employment. Any agreement stemming from such discussions must be consistent with established Board policy and directives.

Adopted: 5/26/98

Updated: 7/24/2012