

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

COMPENSATION PLAN			
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POLICY NO.	4.1	EFFECTIVE:	01/02/2024
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- A. The County's Compensation Plan shall be designed to achieve the following objectives:
 - 1. Establish and maintain a salary structure which attracts and retains qualified employees;
 - 2. Maintain the salary structure in proper relation to competitive pay practices in the local labor market; and,
 - 3. Provide a consistent and effective means of recognizing and rewarding valuable employee contributions made through improved and satisfactory or better work performance.
- B. When following this policy results in an inequity or problem, the County Administrator may authorize an adjustment in pay to correct the inequity based on the individual circumstances involved.
- C. Except as provided in this policy, anniversary dates shall not be affected by the adoption of any revisions to the Compensation Plan.
- D. It shall be the responsibility of the County Administrator to review the compensation plan annually and to submit updates and recommended changes to the Board of Supervisors during the budget process.
- E. The County Administrator shall approve the pay scale to which position classes and types are assigned and may, from time to time, recommend periodic cost-of-living adjustment to reflect current market conditions to the Board of Supervisors.