

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

COMPENSATION PLAN

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.