

CATEGORIES

DATE PROPOSED: 8/10/18

DATE OF VOTE: 8/22/18

ACCEPT (Y/N): Y

Each MIC job has been studied and all factors involved in its performance carefully considered to determine its relative value. Each takes into account the amount of skill, responsibility, and effort required for each job as well as the working conditions involved. An employee entering a job classification usually starts at or near the minimum rate depending on experience and ability. As the employee gains experience and his value to the MIC increases, this is recognized and compensated.

The Board conducts a review of the compensation rates of the staff each year. Following this review, the Board evaluates the feasibility of a wage adjustment and establishes wage guidelines. When wage adjustments are made, each job classification will be considered separately and percentage increases may vary as a function of the job. The Board strives to maintain compensation ranges that are comparable to similar positions within the community and within the industry.

The performance of each permanent employee will be reviewed and evaluated by management at least once each year. Salary increases are based on merit and are not automatic. If the employee's job is changed to include added responsibilities, merit raises may be given. Additional incentive increases may be granted for superior sustained performance. Due to the MIC's financial budget being governed by the obtainment of adequate financial support, salary increases depend on the availability of funds.