


FOUR COUNTY BOARD OF ALCOHOL, DRUG ADDICTION,  
AND MENTAL HEALTH SERVICES

Subject: Personnel & Compensation

Serial No. 4.2  
Page 1 of 1

Adopted: 10-9-86

Revised: 5-10-90, 9-10-92, 6-10-10

  
Chairperson, John Nye

With respect to dealing with personnel and the compensation of personnel, the CEO's authority is limited in the following ways:

1. Since the CEO is responsible for maintaining the personnel policy manual, making policy changes as necessary and informing staff of the current policy, personnel policies and practices shall not be unfair, illegal, inconsistent, discriminatory, or fail to treat personnel with dignity.
2. The CEO shall not set salaries and fringe benefits outside of a reasonable range for positions requiring similar levels of education, experience, and responsibility. Salary ranges and fringe benefits shall not exceed the generally accepted market value for similar positions as determined by compensation surveys or other data.
3. No promises or contracts to pay compensation in the future shall be made without an "escape clause" in case of insufficient Board revenues.

MONITOR:

Direct Inspection [December]

