



LAKE COUNTY
BOARD OF COUNTY COMMISSIONERS
County Policy

Title: CLASSIFICATION AND PAY PLAN

Number: LCC-79

Cancel: n/a

Approved: August 7, 2007

I. OBJECTIVE

The Board of County Commissioners is committed to ensuring that County employees receive fair compensation for work performed on behalf of the County. The County seeks to proactively manage the classification and pay plan to ensure that positions are correctly classified and that corresponding rates of pay are appropriate and sufficient to attract and retain a qualified workforce to best serve the citizens of Lake County.

II. DIRECTIVES

- A. The Office of Employee Services shall periodically review and recommend to the County Manager changes to the County's classification and pay plan.
- B. No change shall be made to pay grade structures without the approval of the Board of County Commissioners.
- C. It is the responsibility of the County Manager to maintain position classifications.
- D. It is the responsibility of the County Manager to develop methods for moving employees within the pay structures.
- E. It is the responsibility of the Office of Employee Services, under the direction of the County Manager, to implement this policy.
- F. The County Manager shall establish procedures to implement this policy.

III. RESERVATION OF AUTHORITY

The authority to issue or revise this Policy is reserved to the Lake County Board of County Commissioners.

Welton Cadwell
Chairman, Board of County Commissioners
Lake County