

## **LYON COUNTY MANAGEMENT COMPENSATION PLAN**

### **For Fiscal Years 2021-2022, 2022-2023, and 2023-2024**

This document establishes a compensation plan to attract and retain talented leadership across all Lyon County Departments. The classifications included in this plan serve as executives, department heads, or in positions with a similar level of complexity, authority, and responsibility. The plan has four components: salary ranges, starting salaries, performance evaluations, and salary adjustments.

*Salary Ranges* – Lyon County strives to provide competitive compensation to employees serving in key leadership positions. In addition, it strives for internal pay equity by placing comparable positions on the same pay scales. With these goals in mind, Lyon County has developed the management salary ranges set forth in Appendix A.

*Starting Salaries* – The starting salary for a new employee is an individualized determination based on several factors, including but not limited to qualifications, earning potential with competitors, the availability of other similarly-qualified candidates, and the County's ability to pay. If these factors so warrant, employees may be offered a starting salary above the bottom of the pay range with approval of the County Manager, in accordance with Lyon County's Personnel Policies.

*Performance Evaluations* – Performance management is an ongoing, bilateral process during which the employee and supervisor should freely exchange information regarding what is working, what is not, and how departmental or County-wide goals can best be met. This process ensures employees receive feedback regarding their performance, a clear understanding of goals and expectations, and support they reasonably need to meet those goals and expectations. Formal written evaluations are conducted annually on or before the employee's anniversary date and may be conducted more frequently if the County Manager or the employee's supervisor deems appropriate. As set forth below, salary adjustments are, in part, conditional on satisfactory performance.

*Salary Adjustments* – Salary adjustments are effective the first full pay period of the new fiscal year. The salary tables and base salaries of management personnel shall increase by, respectively, 2%, 4%, and 1.75% on the first full pay period of each of the next three fiscal years. Salary tables for each fiscal year are set forth in Appendix A. Management personnel shall also receive 2.5% merit increases on their work anniversary dates if their overall annual performance evaluation is at least "on target;" provided, however that no employee's salary shall exceed the top of the salary range for his or her classification. Employees who are not eligible for a full merit increase because they are within 2.5% of the top of the salary range for their classification are eligible for a longevity bonus in accordance with Lyon County's Personnel Policies.

## Appendix A - Management Salary Ranges

**Director I:** Captain, Facilities Director, Library Director, Roads Director, Utilities Engineer

**Director II:** Chief Juvenile Probation Officer, Community Development Director, Human Resources Director, Human Services Director, Information Technology Director, Undersheriff, Utilities Director

**Director III:** Comptroller / Administrative Services Director

**Executive:** County Manager

### Fiscal Year 2021-2022 Effective first full pay period after July 1, 2021

Pay Grade	Employer Paid		Employee/Employer Paid (Until 7/31/2021)		Employee/Employer Paid (Starting 8/1/2021)*	
	Min.	Max.	Min.	Max.	Min.	Max.
<b>D1</b>	\$ 79,556.09	\$118,969.44	\$ 91,747.11	\$ 137,200.08	\$ 91,976.47	\$ 137,543.07
<b>D2</b>	\$ 89,535.34	\$134,303.00	\$ 103,255.55	\$ 154,883.32	\$ 103,513.68	\$ 155,270.52
<b>D3</b>	\$ 102,332.29	\$153,498.43	\$ 118,013.48	\$ 177,020.22	\$ 118,308.51	\$ 177,462.76
<b>E</b>	\$ 143,385.12	\$192,927.61	\$ 165,357.17	\$ 222,491.46	\$ 165,770.55	\$ 223,047.67

\*Due to PERS increase in contribution rate, and consequent increase in EE/ER multiplier

### Fiscal Year 2022-2023 Effective first full pay period after July 1, 2022

Pay Grade	Employer Paid		Employee/Employer Paid	
	Min.	Max.	Min.	Max.
<b>D1</b>	\$ 82,738.33	\$123,728.22	\$ 95,655.52	\$ 143,044.79
<b>D2</b>	\$ 93,116.75	\$139,675.12	\$ 107,654.23	\$ 161,481.34
<b>D3</b>	\$ 106,425.58	\$159,638.37	\$ 123,040.85	\$ 184,561.27
<b>E</b>	\$ 149,120.52	\$200,644.72	\$ 172,401.37	\$ 231,969.57

### Fiscal Year 2023-2024 Effective first fully pay period after July 1, 2023

Pay Grade	Employer Paid		Employee/Employer Paid	
	Min.	Max.	Min.	Max.
<b>D1</b>	\$ 84,186.25	\$125,893.46	\$ 97,329.50	\$ 145,548.07
<b>D2</b>	\$ 94,746.29	\$142,119.43	\$ 109,538.18	\$ 164,307.26
<b>D3</b>	\$ 108,288.03	\$162,432.04	\$ 125,194.06	\$ 187,791.09
<b>E</b>	\$ 151,730.13	\$204,156.00	\$ 175,418.39	\$ 236,029.04