



BOARD POLICY

**Approved by the CAWCD Board
September 5, 2002**

HUMAN RESOURCES & MANAGEMENT PRACTICES POLICY

CAWCD will develop Policies, Programs, and Procedures (Policies) that support its vision, mission, strategic objectives and values and that comply with applicable federal, state and local laws and regulations. Policies will support the following directives:

Administration

CAWCD shall conduct its business within a framework of Policies that protect and optimize CAWCD's financial, property and employee assets.

Compensation and Benefits

CAWCD shall establish Policies that provide compensation and rewards to employees for their performance that are internally equitable and externally competitive with comparable jobs among employers in CAWCD's labor markets.

CAWCD shall offer employee benefits that are competitive within CAWCD's labor markets and that recognize employees' changing needs in the workplace and beyond.

Employment

CAWCD shall establish employment Policies in areas including staffing, employee behavior, discrimination, harassment, corrective action and dispute resolution.

Environment, Health, Safety, and Security

CAWCD shall establish Policies that maintain a healthy, environmentally sound, safe, and secure workplace for the benefit of all employees and the public.