



Exempt Employee Compensation and Conditions of Employment

Class: City Government - Employee Management

Number: CG EM 01

Adopted by Council: June 13, 2011

Purpose:

To attract, motivate, and retain the high level of talent necessary to operate successfully, the City must provide its exempt employees with competitive, market based compensation and other conditions of employment.

Policy:

The City's exempt employee compensation structure will be equitable, competitive, performance-based, and consistent with market conditions. The City's exempt salaries, benefit plans, provisions for overtime, vacation entitlements and other conditions of employment will be structured to aid in attraction and retention.

A comprehensive compensation survey will be conducted every three years to determine and assess market conditions. The City's compensation for its exempt employees will be reflective of market conditions.

By Council delegation, the City Manager has responsibility for administering exempt staff compensation, benefits and other conditions of employment within annual budgets established by Council.