

RESOLUTION NO. 17-17

A RESOLUTION ADOPTING THE CITY OF LEE'S SUMMIT, MISSOURI'S COMPENSATION PHILOSOPHY.

WHEREAS, the City of Lee's Summit recently engaged the services of Springsted, Inc. to conduct a comprehensive pay study and to assist the City in the development of a Compensation Philosophy; and,

WHEREAS, the City Council of the City of Lee's Summit determined, through the course of the process, that in order to effectively communicate its intent regarding compensation to the organization, and in order to provide clear guidance and direction to the City and its administration, that it is necessary to establish a Compensation Philosophy, which may be reviewed and reconsidered from time to time; and,

WHEREAS, the City is desirous of formally adopting a Compensation Philosophy in order to provide the organization with guidance and direction with respect to the City Council's intent in compensation of the City's employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF LEE'S SUMMIT, MISSOURI, as follows:

SECTION 1. That the Compensation Philosophy for the City of Lee's Summit, Missouri, dated attached hereto as Exhibit A and incorporated herein by reference be and is hereby adopted.

SECTION 2. That any and all resolutions or parts of resolutions in conflict herewith are repealed to the extent of such conflict only.

SECTION 3. That this resolution shall be in full force and effect from and after the date of its passage and adoption, and approval by the Mayor.

PASSED AND APPROVED by the City Council for the City of Lee's Summit, Missouri, and APPROVED by the Mayor of said City this 11th day of January, 2018.



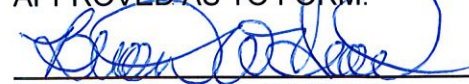
Mayor Randall L. Rhoads

ATTEST:



City Clerk Trisha Fowler Arcuri

APPROVED AS TO FORM:



City Attorney Brian W. Head



LEE'S SUMMIT MISSOURI

Compensation Philosophy

Adopted: January 11, 2018

Purpose Statement

It is vital for Lee's Summit to competitively acquire, retain, and motivate capable, performance-driven employees who seek continuous improvement, foster technological self-sufficiency, and promote fiscal responsibility and accountability now and in the future.

Objectives

To that end, the Lee's Summit classification, compensation, and total rewards system should:

- Allow employees to play a meaningful role in total compensation administration;
- Establish a consistent, objective framework that recognizes job qualifications and the numerous ways positions contribute to the City's mission, vision, and goals;
- Provide total compensation offerings that are maintained at market or above, while mindful of the City's need for responsible budgeting and sustainable revenue sources to fund the services provided to residents;
- Afford flexibility in the definition of total rewards to reflect changing financial conditions and support the evolving needs of the workforce;
- Promote the positive work culture and safe working environment valued by employees; and
- Incentivize individuals who exceed identified performance objectives.

Intent

To accomplish the objectives, the City will endeavor to achieve the following:

- Solicit employee input to assist in evaluating all elements of compensation to include benefits during future compensation studies to ensure competitiveness, relevancy, and effectiveness of the total reward system.
- Maintain a position classification system that recognizes the position's impact to the organization, qualifications, required skills and abilities, and other compensable factors.
- Maintain a classification system where the approved pay plan of pay ranges are maintained at market levels or above as determined by future compensation studies initiated by the City.
- Maintain a merit based system for core employees and a step system for represented groups where all future compensation adjustments reflect the employees performance to include their contribution to a positive work culture and safe working environment.
- Make personnel and human resources decisions on merit; and remain subject to annual appropriation and periodic review.

Responsibilities

Our employees are the most important resource to achieve our mission:

Our mission is to create positive community relationships and a progressive organization delivering valued programs and services.

It is our shared responsibility to maintain a culture which supports those who have chosen public service for the City of Lee's Summit in a fiscally responsible manner that ensures sustainable quality services.