

## **BILL NO. 17-264**

---

AN ORDINANCE AMENDING THE CITY OF LEE'S SUMMIT CODE OF ORDINANCES SECTION 2-308 TO INCORPORATE PROVISIONS RELATED TO COMPENSATION PHILOSOPHY AND COMPENSATION STUDY AND AUTHORIZING THE CITY MANAGER TO TAKE SUCH ACTION AS IS NECESSARY TO ACHIEVE THE SAME.

WHEREAS, the City Council of the City of Lee's Summit has determined through the process of the most recent compensation study that was undertaken in 2017 that 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 accountability now and in the future; and,

WHEREAS, to that end, the City Council has, by Resolution No. \_\_\_\_\_, adopted a compensation philosophy that identifies organizational objectives which will further assist the City and its administration in achieving the aforementioned objectives; and,

WHEREAS, in order to ensure that the organization currently complies with and continues to achieve these objectives, the City Council of the City of Lee's Summit desires to establish, by Ordinance, a framework that provides necessary resources and measurements.

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

SECTION 1. That Section 2-308 of the City of Lee's Summit Code of Ordinances is hereby amended by adding a new "Section C" to read as follows:

- C. *Compensation Philosophy. Beginning January 1, 2018, and prior to the initiation of a Compensation Study as required in subsection D, below, the City Council shall review the City's Compensation Philosophy, as adopted by Resolution, to determine whether any modifications or adjustments are needed or desired, and shall by Resolution make such modifications or adjustments.*
- D. *Compensation Study. Beginning January 1, 2018, every five (5) years, the City shall have completed a review all positions listed in the pay plan to determine market competitiveness. The City shall take such steps as are necessary to prepare modifications to the current pay plan to adjust each position such that it is in conformance with the objectives outlined in the most recently adopted Compensation Philosophy, as may be amended from time to time as discussed herein, and shall present the completed pay plan to the City Council for consideration and adoption.*

SECTION 2. That, subject to any applicable provisions of the Charter of the City of Lee's Summit, the Lee's Summit Code of Ordinances, or the City of Lee's Summit Personnel Policies, as amended from time to time, the City Council of the City of Lee's Summit hereby authorizes the City Manager to implement pay changes as necessary to meet the desired compensation philosophy.

SECTION 3. If any one or more of the terms, provisions or conditions of this ordinance shall to any extent be declared invalid, unenforceable, void or voidable for any reason whatsoever by a court of competent jurisdiction, none of the remaining terms, provisions or conditions of this

**BILL NO. 17-264**

---

ordinance shall be affected thereby and each provision of this ordinance shall be valid and enforceable to the fullest extent permitted by law.

SECTION 4. 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 by the City Council for the City of Lee's Summit, Missouri this \_\_\_\_\_ day of \_\_\_\_\_, 2018.

\_\_\_\_\_  
*Mayor Randall L. Rhoads*

ATTEST:

\_\_\_\_\_  
*City Clerk Trisha Fowler Arcuri*

APPROVED by the Mayor of said city this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

\_\_\_\_\_  
*Mayor Randall L. Rhoads*

ATTEST:

\_\_\_\_\_  
*City Clerk Trisha Fowler Arcuri*

APPROVED AS TO FORM:

\_\_\_\_\_  
*City Attorney Brian W. Head*