

**RESOLUTION NO. 17-17**

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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 That any and all resolutions or parts of resolutions in conflict herewith are repealed to the extent of such conflict only.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 \_\_\_\_\_ day of \_\_\_\_\_, 2017.

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*Mayor Randall L. Rhoads*

ATTEST:

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*City Clerk Trisha Fowler Arcuri*

APPROVED AS TO FORM:

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*City Attorney Brian W. Head*