



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 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 market competitive, yet mindful of the City's need for 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 is at a market competitive position (not lagging or leading) as determined by future compensation studies initiated by the City.
- Maintain a merit based system 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.