

CITY OF OLATHE		Policy No.:	F-11
COUNCIL POLICY STATEMENT		Date Issued:	12-15-1998
General Scope:	Finance	Effective Date:	12-15-1998
Specific Subject:	Compensation Program	Cancellation Date:	N/A
		Supersedes No.:	N/A

Purpose:

It shall be the policy of the City to provide a compensation program which will attract, motivate, and retain qualified employees to meet the objectives of the organization and which will reward individual effort, performance and contribution.

Statement of Policy:

The statement of policy is hereby incorporated with Resolution No. 98-1210.

RESOLUTION NO. 98-1210

A RESOLUTION PROVIDING FOR A COMPENSATION PROGRAM FOR THE EMPLOYEES OF THE CITY OF OLATHE, KANSAS,

WHEREAS, it is the policy of the City of Olathe to provide a compensation program which will attract, motivate, and retain qualified employees to meet the objective of the organization and which will reward individual effort, performance, and contribution.

WHEREAS, the compensation program should be fair, internally and externally equitable, responsive to changes in economic conditions and consistently applied throughout the organization.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF OLATHE, KANSAS:

SECTION ONE: That a compensation program is established for the employees of the city of Olathe, Kansas as follows:

- A. The compensation program's goal will be to provide a pay for performance based system which is at or above the market median for the Kansas City metropolitan area. The compensation program shall be continuously monitored and annual market analyses will be conducted to ensure that the market position is maintained; however, due to the changes in the market, there can be no guarantee that each position will always remain at or above the market median.
- B. The compensation program shall provide for annual reviews that tie salary increases to job performance. The compensation program shall also recognize the need to provide rewards to employees at the top of their salary ranges that continue to perform meritoriously and contribute to the overall success of the City.
- C. The worth of jobs shall be determined based on job content, utilizing a systematic job evaluation plan and each position within the City shall be reevaluated at a minimum of every three years.
- D. The compensation program shall provide opportunities for employee career growth through professional training and education, expanded job opportunities, and increased job responsibilities.

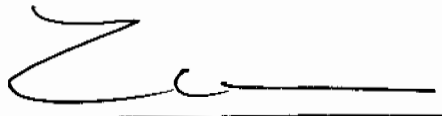
- E. The compensation program shall comply with all state and federal regulations and shall not discriminate against employees based on race, color, religion, sex, age, national origin, disability, or veteran status.
- F. The City management shall communicate and explain the contents of this policy to all City employees.

SECTION TWO: That this Resolution shall take effect immediately.

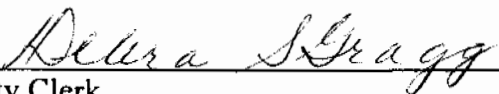
ADOPTED by the Council this 15th day of Dec., 1998.

SIGNED by the Mayor this 15th day of Dec., 1998.

ATTEST:




Mayor



City Clerk

(Seal)

APPROVED AS TO FORM:



Municipal Counsel