

RESOLUTION NO. 12-03

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF MARICOPA, ADOPTING A COMPENSATION PHILOSOPHY FOR THE CITY AND AUTHORIZING THE CITY MANAGER TO HIRE, PROMOTE AND COMPENSATE EMPLOYEES AND TO SET ADMINISTRATIVE POLICIES RELATED TO PERFORMANCE EVALUATIONS AND THE COMPENSATION OF CITY EMPLOYEES.

WHEREAS, the City of Maricopa strives to deliver the highest quality municipal services to the community at all times, and supports this standard by promoting organizational values including customer service, economic sustainability, productivity, accountability, innovation, initiative, stewardship, and ethics; and

WHEREAS, the City desires to pay its employees a fair market value and comparable pay to that within public and private organizations; and

WHEREAS, the City desires to compensate its employees through a merit-based performance evaluation system; and

WHEREAS, to achieve our service standards, the City desires to attract, train, evaluate, and retain a high-quality municipal workforce who exemplify our organizational values; and

WHEREAS, fostering an environment attractive to such employees depends upon many factors including an equitable and competitive compensation program.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Maricopa, Arizona, as follows:

SECTION 1. The City Manager is authorized to hire, promote and compensate employees within appropriate salary ranges, consistent with the approved budget.

SECTION 2. The City Manager is authorized to create and implement administrative policies regarding merit-based performance evaluations and compensation, or any other plan the City Manager deems appropriate in accordance with the annual budget process.

SECTION 3. The City is committed to providing competitive compensation as part of an overall strategy of attracting and retaining highly qualified employees who exemplify our organizational values. Effective immediately, a salary schedule for City employees is established as set forth in Appendix A.

SECTION 4. The City's compensation philosophy is based on internal and external considerations including internal equity, the relative labor market, fiscal health, and other relevant factors as follows:

A. "Internal equity" refers to the relative value of classifications to one another as determined by the City. Classifications performing comparable duties, with comparable responsibilities, requiring a similar level of skill, knowledge, ability, and judgment, will be valued similarly in the City's compensation structure.

B. In determining the "relative labor market," the City will consider public sector agencies with comparable demographic data points including, but not limited to, population and services provided and will also consider private sector employers for certain positions. In evaluating market competitiveness with the relevant labor market, the City will consider total compensation including, but not limited to salary, health, retirement, and time off benefits.

C. The City's fiscal health will guide all compensation practices. The City's financial condition, competing service priorities, fund reserve levels, and revenue projections will be considered during the budgeting process prior to implementing changes in compensation.

D. Other relevant factors may include, but are not limited to, unforeseen economic changes, natural disasters, a state of emergency, changes in City services, and changes in regulatory or legal requirements.

SECTION 3. The City may evaluate its compensation structure, programs, and policies periodically to assess market competitiveness, best practices, effectiveness, and compliance with State Law. Adjustments to the compensation structure may be made as a result of this periodic evaluation and will be done through the appropriate Council-management process.

PASSED AND ADOPTED BY THE Mayor and Council of the City of Maricopa, Arizona, this 21st day of February, 2012.

APPROVED:

Anthony Smith
Mayor

ATTEST:

Vanessa Bueras, CMC
City Clerk

APPROVED AS TO FORM:

Denis Fitzgibbons
City Attorney