

Human Resources

Chapter 29



Section 29.08.04080.17.1 Compensation and Benefits

17. Compensation and Benefits

17.1 Pay Plan - Preparation; amendment

The board of city commissioners shall be responsible for the development of a uniform and equitable pay plan which shall consist of minimum and maximum rates of pay for each class of positions and such intermediate steps as may be necessary and equitable. After the adoption of such plan no position shall be assigned a higher than maximum or lower than the minimum wage or salary provided for that grade, unless the schedule for the whole grade be amended. **Notwithstanding the foregoing, the City Administrator may authorize a performance based step increase for any employee that has reached the maximum wage allowed within a grade based upon a successful annual performance evaluation.** When changes in responsibilities or work of positions, living costs, recruiting experience, prevailing rates of pay, the City's financial condition and policies or other pertinent conditions warrant such action, the board of city commissioners shall consider changes to such a plan and shall adopt any such changes as they deem necessary and advisable.

