

**CITY OF MERIDIAN RESOLUTION NO. 23-2384**

**BY THE CITY COUNCIL:**

**BORTON, CAVENER, HOAGLUN,  
OVERTON, PERRAULT, STRADER**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MERIDIAN TO AMEND CITY OF MERIDIAN STANDARD OPERATING POLICY 3.4, REGARDING COMPENSATION PROGRAM; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the City Council has authority over the policies of the City of Meridian;  
and

**WHEREAS** the City Council finds it in the best interest of the City of Meridian to update the compensation policy in order to increase employee tenure, attract top talent, maintain market competitiveness, and demonstrate a commitment to employees;

**NOW, THEREFORE, BE IT RESOLVED BY CITY COUNCIL OF THE CITY OF MERIDIAN, IDAHO:**

**Section 1.** That the City of Meridian Standard Operating Policy no. 3.4, regarding the Compensation Program, shall be amended as set forth in *Exhibit A* hereto.

**Section 2.** That this resolution shall be in full force and effect immediately upon its passage.

**ADOPTED** by the City Council of the City of Meridian, Idaho, this 18th day of April, 2023.

**APPROVED** by the Mayor of the City of Meridian, Idaho, this 18th day of April, 2023.

**APPROVED:**

\_\_\_\_\_  
Robert E. Simison, Mayor

**ATTEST:**

By: \_\_\_\_\_  
Chris Johnson, City Clerk



City of Meridian
Standard Operating Policy
Number 3.4

## Compensation Program

### Purpose:

To set forth the City's policy regarding consistent administration of the City's compensation program and movement of an employee from position to position (i.e., promotion, transfer, demotion, etc.).

### Policy:

The City has developed and supports a ~~pay for performance market-based step plan, as its~~ compensation program for all non-represented employees. The Compensation Program, its policy and procedures, provide guidelines related to the administration of the compensation program for department directors and supervisors ~~and shall be developed~~ is designed to meet the following goals: increase employee tenure, attract top talent, maintain market competitiveness and demonstrate a commitment to employees.

Represented Fire employees should refer to the collective labor agreement for information regarding their compensation structure and policies.

This policy shall be implemented to pursuant to the Compensation Program Standard Operating Procedures.

### Authority & Responsibility:

Human Resources shall oversee the administration of the compensation program and shall ensure it is adjusted and up-to-date at all times. department directors or their designees, are responsible for managing the implementation of the program according to performance and budgetary guidelines. The Mayor and City Council are responsible for approving the annual compensation budget including appropriate adjustments ~~and performance increases~~ within budgetary constraints and guidelines.