



CITY OF ARVADA CITY COUNCIL POLICY

Authorized by City Council: Resolution No. 14-008

Policy No. 300.2
Page 1 of 1

Effective date: Jan. 6, 2014
Revision date: _____

TITLE: **Total Compensation Policy for City Employees**

PURPOSE: On December 5, 2011, City Council adopted by Resolution R11-170, a Total Compensation Policy for City Employees.

POLICY: The Total Compensation Policy and Resolution for City Employees is attached.

DEFINITIONS:

PROCEDURES:

RESOLUTION NO. R11-170

A RESOLUTION ADOPTING THE CITY OF ARVADA TOTAL COMPENSATION POLICY

WHEREAS, Section 7.1 of the Arvada City Charter provides for a system of employment for City employees that, among other matters, includes just and equitable incentives and conditions of employment and compensation according to duties and responsibilities; and

WHEREAS, Section 70-50 of Chapter 70 of the Arvada City Code provides that the City will provide its employee with a total compensation package to include pay and a range of benefits; and

WHEREAS, over the last year, the City has undertaken a professional, thorough and comprehensive review of the City pay and compensation practices and the pay structure by which City employees are compensated; and

WHEREAS, the Arvada City Council wishes to provide pay and benefits to employees in a fair, reasonable and consistent manner while at all time remaining responsible stewards of the public's funds; and

WHEREAS, the Arvada City Council wishes to establish fair, consistent, practical, and fiscally responsible practices and standards to be considered and utilized by staff when reviewing City pay and compensation practices, and when making recommendations related thereto.

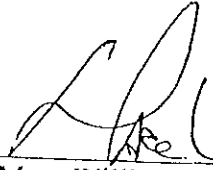
NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. There is hereby established a City of Arvada Total Compensation Policy (the "Policy") as set forth in Exhibit A, attached hereto.

Section 2. Not less than annually or at such other times as may be prudent and necessary, the City Manager is directed to review the pay and compensation practices of the City in a manner consistent with the philosophy and practices set forth in the Policy. Following such review, the City Manager shall make such recommendations for adoption or change with respect to the pay plan, pay rates, benefits or other compensation practices of the City as may be prudent and necessary, such review being guided by and giving due consideration to said Policy.


Section 3. This Resolution shall be effective upon its approval by the Arvada City Council.

APPROVED AND ADOPTED this 5th day of December, 2011.



Marc Williams, Mayor

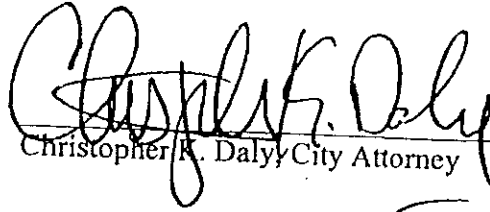
ATTEST:

Deputy


City Clerk



APPROVED AS TO FORM:



Christopher K. Daly, City Attorney

CITY OF ARVADA
TOTAL COMPENSATION POLICY
DECEMBER, 2011

To implement the provisions of Section 7.1 of the Arvada City Charter and section 70-50 of Chapter 70 of the Arvada City Code with respect to compensation and incentives for employment, the City hereby adopts the following policy.

The City of Arvada's philosophy is to be committed to building a vibrant community with a well-managed government that provides superior services to its residents in an innovative, affordable and professional manner. To accomplish these goals, the City strives to be an employer of choice in the Denver/Boulder region that attracts and retains highly talented and engaged employees.

The City expects employees to share and exhibit the characteristics embodied in the City's core values which include:

- Commitment and dedication to being professional, accountable, respectful, and innovative,
- Promoting open communication and integrity in our actions,
- Taking pride in the organization's collective commitment to exceptional public service,
- Encouraging continued personal and professional enrichment.

The City expects employees to be experts at meeting and exceeding the expectations of the community. Employees must possess the level of knowledge, skills, abilities and dedication necessary to meet the City's high performance standards.

The City manages its total compensation in a fiscally responsible manner. The City is committed to implementing, managing and delivering all components of the total compensation program in a manner that is consistent and flexible to the City's ability to fund such programs.

The City's total compensation package is designed as a competitive market-based program that recognizes and addresses the City's complex and diverse operations and requirements. The City offers employees:

- Competitive salaries that reward employees in accordance with their knowledge, skills, abilities, individual performance, and contributions to the overall organization
- Attractive health and wellness benefits that contribute to the overall well-being of employees and their families
- Opportunities for professional growth, development and enrichment
- An inclusive and respectful work environment that values a balance between employee's work and life.